JOURNAL

of

THE SECOND ORDINARY SESSION

of the

FIFTY-SECOND

GENERAL SYNOD of the CHURCH OF IRELAND

ASSEMBLED IN NAAS AND ONLINE VIA ELECTRONIC COMMUNICATIONS TECHNOLOGY

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with

AN APPENDIX

containing

STATUTES PASSED, REPORTS OF COMMITTEES &c., &c.

Compiled by

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Published by the Authority of the General Synod

Published by
Church of Ireland Publishing
Church of Ireland House
Church Avenue
Rathmines, Dublin 6
D06 CF67

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ISBN 978-1-904884-46-0

Printed by Naas Printing, Naas, Co. Kildare

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RUE, REV K (GLENDALOUGH)
RUTHERFORD, REV EC (DOWN)
RUTTER, MISS E (CONNOR)

SALMON, REV KE (DROMORE)
SANDES, MS L (LIMERICK)
SARGENT, REV CANON TH (CASHEL, FERNS & OSSORY)
SCARGILL, MR G (DUBLIN)
SCHOLES, DR AM (CONNOR)
SCHUTZ, MR PR (LIMERICK)
SCOTT, MR JED (CLOGHER)

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED BY SURNAME

SCOTT, REV SM (ELPHIN & ARDAGH)
SEALE, REV CANON WA (MEATH & KILDARE)
SEATON, MR B (DERRY)
SHAW, MS G (TUAM, KILLALA & ACHONRY)
SIGGINS, MS S (ELPHIN & ARDAGH)
SIMPSON, REV CARTHERINE (DOWN)
SIMPSON, MS S (CONNOR)
SKUCE, REV D (RAPHOE)
SKUCE, MBE, MR M (CLOGHER)
SKUSE, MR WG (CORK, CLOYNE & ROSS)
SKUSE, REV AM (CORK, CLOYNE & ROSS)
SLOANE, VERY REV NJW (LIMERICK)
SMITH, MS SE (DUBLIN)
SMITH, DR C (LIMERICK)
SMYTH, MR T (MEATH & KILDARE)
SPARLING, MR KJ (LIMERICK)
SPILLANE, MR S (CORK, CLOYNE & ROSS)
ST LEGER, DR AE (CORK, CLOYNE & ROSS)
ST LEGER, MR HW (DUBLIN)
STAFFORD, MS HB (TUAM, KILLALA & ACHONRY)
STANEX, MRS E (DOWN)
STANLEY, MR AJA (CASHEL, FERNS & OSSORY)
STEACY, REV CANON WL (MEATH & KILDARE)
STEPHENS, MR KR (CASHEL, FERNS & OSSORY)
STEPHENS, REV CANON JC (LIMERICK)
STEVENSON, VEN LTC (MEATH & KILDARE)
STEWART, MRS D (ELPHIN & ARDAGH)
STOBART, MR P (CORK, CLOYNE & ROSS)
STYLES, VEN R (GLENDALOUGH)
SUITOR, MRS IR (ARMAGH)
SUITOR, MR WV (ARMAGH)
SUTTON, REV KE (CORK, CLOYNE & ROSS)
SYME, MR RG (CASHEL, FERNS & OSSORY)

TAGGART, MRS T (CONNOR)
TANNER, REV LJ (DUBLIN)
TARNEBERG STEED, REV CANON H (DOWN)
TAYLOR, MRS W (MEATH & KILDARE)
TAYLOR, MS S (ELPHIN & ARDAGH)
TEGGIN, MR Q (DUBLIN)
THOMPSON, MR RA (CLOGHER)
THOMPSON, MR WI (DERRY)
THOMPSON, VEN DR PA (ARMAGH)
THOMPSON, VEN P (CLOGHER)
THOMPSON, MRS J (CONNOR)
THOMPSON, MS AF (MEATH & KILDARE)
THOMPSON, MR J (CASHEL, FERNS & OSSORY)
THOMPSON, MRS L (DOWN)
THORPE, MS O (CASHEL, FERNS & OSSORY)
THORPE, MR DB (CASHEL, FERNS & OSSORY)
TILSON, MS P (CONNOR)
TIRMIZI, MRS J (LIMERICK)
TOTTEN, MR HRJ (CONNOR)
TREW, MR SW (DROMORE)
TRIMBLE, DR M (CONNOR)
TUFF, MR S (CONNOR)
TURNER, MS CS (CONNOR)
TURTON, MR N (ARMAGH)
TURTON, MRS D (ARMAGH)
TURTON, MR R (ARMAGH)

UPRICHARD, MS H (DROMORE)

VERPLANCKE, MRS D (CORK, CLOYNE & ROSS)
VINCENT, MR S (DUBLIN)

WALSH, MRS G (TUAM, KILLALA & ACHONRY)
WALSH, MR M (ARMAGH)
WARD, MS L (CASHEL, FERNS & OSSORY)
WATSON, MR A (DOWN)
WATTERSON, MR RA (CLOGHER)
WAYMAN, MS S (DUBLIN)
WEBB, MR DN (DUBLIN)
WEIR, MRS J (CONNOR)
WELSH, REV CANON CRJ (DERRY)
WEST, REV CANON RJ (KILMORE)
WEST, MR D (RAPHOE)
WHARTON, REV CANON GV (DUBLIN)
WHEATLEY, MRS S (MEATH & KILDARE)
WHITE, REV DPJ (DUBLIN)
WHYTE, MR DH (DUBLIN)
WHYTE, MR PT (LIMERICK)
WILKINSON, DR H (MEATH & KILDARE)
WILKINSON, DR J (CASHEL, FERNS & OSSORY)
WILLIAMS, MR JA (CONNOR)
WILLIAMSON, MR AR (ELPHIN & ARDAGH)
WILLOUGHBY, MRS R (MEATH & KILDARE)
WILLOUGHBY, REV CANON PM (CORK, CLOYNE & ROSS)
WILLOUGHBY, MR W (CASHEL, FERNS & OSSORY)
WILLS, REV CANON AJ (TUAM, KILLALA & ACHONRY)
WILSON, MR DA (DERRY)
WILSON, VERY REV SG (DROMORE)
WILSON, MRS D (DOWN)
WILSON, MRS AF (CONNOR)
WILSON, MR J (DROMORE)
WILSON, MR J (DERRY)
WILSON, MR J (TUAM, KILLALA & ACHONRY)
WILSON, DR R (DOWN)
WOOD, MR R (CORK, CLOYNE & ROSS)
WOODMAN, MR GD (CONNOR)
WOODS, MS R (KILMORE)
WOODS, REV CANON J (CLOGHER)
WOODWORTH, DR S (CORK, CLOYNE & ROSS)
WRIGHT, MRS E (CONNOR)
WRIGHT, MRS L (ELPHIN & ARDAGH)

YENDALL, REV CANON E (ELPHIN & ARDAGH)
YOUNG, MS P (RAPHOE)

JOURNAL 2025
HOUSE OF REPRESENTATIVES
ARRANGED ACCORDING TO DIOCESES
NUMBERS INDICATE DAYS ATTENDED AT THE 2025 SESSION

ARMAGH

Armagh, Clerical

3 CAIRNS, VEN ELIZABETH
3 KINGSTON, REV CANON MALCOLM
3 HAGAN, REV CANON MATTHEW
3 THOMPSON, VEN DR PETER
0 BAXTER, REV CARLTON
3 MCMURRAY, REV CANON GARY
1 FORSTER, VERY REV SHANE
2 MUNCE, REV PETER
1 MCCOMB, REV DAVID
0 JAMIESON, REV IAIN
2 PARKINSON, REV SARAH
2 MARTIN, REV BRYAN
1 ORR, REV WILLIAM
0 MCVEIGH, REV DOROTHY

ARMAGH, Lay

2 CALDWELL, MRS MARY
0 LEIGHTON, MRS JANE
3 MCCANN, MR JOHN
2 MILLAR, MR IAN
0 MOFFITT, MR EARL
1 NESBITT, MRS CAROLINE
3 TURTON, MR NATHANIEL
0 MCCANN, MRS VALERIE
0 TURTON, MRS DANIELLE
2 TURTON, MR REUBEN
3 CATHERS, MRS SARAH
3 SUITOR, MR VIVIAN
3 SUITOR, MRS IRIS
1 KERR, MRS MAVIS
2 MCFARLAND, MRS YVONNE
1 BURNS, MRS HEATHER
3 DAVIDSON, MR BASIL
0 NEWELL, MR HENRY
1 FERGUSON, MISS AVERIL
0 BRODISON, MR BILL
1 WALSH, MR MARTIN

CLOGHER

CLOGHER, Clerical

3 THOMPSON, VEN PAUL
3 MCWHIRTER, REV STEPHEN
1 HALL, VERY REV KENNETH
3 BRYSON, REV PHILIP
3 BERRY, REV CANON IAN
2 WOODS, REV CANON JOHN
1 HANLON, REV CANON KYLE
1 FARRELL, REV LINDSEY
3 CAPPER, REV LORRAINE
3 GALLAGHER, REV MARK
3 JEFFREY, REV WILLIAM
3 MCWHIRTER, REV CANON JENNIFER
3 MCCLENAGHAN, REV CANON JOHN
2 GUILDEA, REV REBECCA

CLOGHER, Lay

3 ARMSTRONG, MR NEVILLE
0 BARR, MR CHARLES
3 BOYD, MISS FRANCES
0 BROWNE, MR KEITH
3 CLINGAN, MISS JOYCE
3 CUTLER, MRS EILEEN
3 DEAZLEY, MR GORDON
3 DEAZLEY, MR GREGORY
3 DONALDSON, MR BRIAN
2 FORDE, MR ROBERT
0 GORDON, MRS HEATHER
2 GRAHAM, OBE, DR JOHN
2 HAMILTON-STUBBER, MR JAMES
3 HEASLIP, MRS CHERRY
1 ALLEN, MR WILLIAM
3 JACKSON, MRS ALISON
3 KEYS, MR JONATHAN
3 KNOX, MISS IRENE
0 LOANE, MR CHARLES
3 MCCORD, MRS ETHNE
1 MOORE, MR GLENN
2 ROBINSON, MR HENRY
3 SCOTT, MR DAVID
2 SKUCE, MBE, MR MICHAEL
0 THOMPSON, MR ROBERT
1 WATTERSON, MR ROBERT

DERRY

Derry, Clerical

3 FERGUSON, REV PETER
3 BOYD, REV CANON ROBERT
0 WELSH, REV CANON COLIN
2 MILLER, VEN ROBERT
3 CLARKE, REV CANON ROBERT
3 CAIRNS, REV NIGEL
2 MCBETH, REV CANON DAVID
2 MCFARLAND, REV JONATHAN
3 HARE, REV GRAHAM
2 HOEY, REV CANON PAUL
3 HAYES, REV CARMEN
1 MAC BRUITHIN, REV CHRIS
3 MAYES, REV CANON AONGHUS

DERRY, LAY

3 ARMSTRONG, MS JACQUELINE
2 MCFARLAND, MR STANLEY
3 RICHARDSON, MISS HILARY
3 GLENN, MR NOEL
1 NESBITT, MRS KAYE
3 WILSON, MR DAVID
0 SEATON, MR BRIAN
2 THOMPSON, MR IRWIN
1 HUDSON, MR SAM
3 BRADLEY, MR NOEL
2 OLIVER, MR WILLIE
2 GRANT, MR JOHN
3 MILLER, MS JOANNE
0 DONNELL, MS SYLVIA
0 JUNKIN, MR JOHN
0 REID, MS ANNE

0 QUINN, MR PADDY
3 EAKIN, MR JOHN
0 EDGAR, MR RICHARD
0 AMOR, MS DEIRDRE
2 MCGONIGLE, MR SIMON
0 WILSON, MR JOHN
0 MCMICHAEL, MS CAROLINE
1 KENNEDY, MR RAYMOND

RAPHOE

RAPHOE, Clerical

3 GILMORE, REV CANON HENRY
3 HUSS, VEN DAVID
0 CROOKS, REV CANON DAVID
3 SKUCE, REV DAVID
0 MCCLAFFERTY, REV SEAN
0 HOULTON, REV DAVID

RAPHOE, Lay

2 ELLIS, MR ROBERT
3 JERVIS, MR WILLIAM
2 WEST, MR DES
0 YOUNG, MS PHYLLIS
3 DUDLEY, MISS NUALA
3 ARNOLD, MR BILL
1 MERRICK, MRS ROBERTA
3 KEE, MR JOHN
2 FENTON, MS MAEVE
3 ARMSTRONGM MS GEORGINA
0 BOYD, MS MABEL
2 GILLESPIE, MR ALAN

DOWN

DOWN, Clerical

3 DORRIAN, REV ADRIAN
1 JOHNSTON, REV SAM
2 BLAKE-KNOX, REV RORY
3 ATKINSON, REV CLIVE
3 CHESHIRE, VEN JAMES
3 MCGRATH, REV KEN
3 NIXON, REV WILLIE
3 RUTHERFORD, REV EMMA
3 DAVIS, REV COLIN
2 PRESS, REV CANON WILLIAM
3 SIMPSON, REV CATHERINE
0 ANDERSON, REV TIMOTHY
2 PENTLAND, REV ELAINE
1 TARNEBERG STEED, REV CANON HELENE
0 BOURKE, REV PETER
2 AUCHMUTY, REV CANON JOHN
3 GORDON, REV NOEL
1 MUNRO, REV ROSS

DOWN, Lay

2 FYFFE, MR WILLIAM
2 MOORE, MR STPEHEN
1 MATEER, MR ALEX
3 WATSON, MR ANDREW
0 CONNOLLY, MISS KERRY
3 BRANNIGAN, MR ANDREW
1 LAWTHER, MR ROY
0 CURRIE, MISS JULIE
3 MCCLAY, MRS HILARY
3 QUINN, MRS MABEL
3 MATCHETT, MRS GLYNIS
3 BUTLER, MRS JUNE
3 WILSON, DR RORY
3 CHESHIRE, MRS DIANE
2 WILSON, MRS DENISE
2 THOMPSON, MRS LYNDA
0 JARDINE, MR PAUL
3 HULL, MRS GERALDINE
2 QUINN, MR NIGEL
3 JOHNSTON, MR MIKE
3 JENKINS, MS WENDY
0 ADELL, DR TOMAS
1 KYLE, MRS CAROLYN
0 MCILWAINE, MRS PAULA
0 NICHOLL, MR JASON
0 MAYES, MR THOMAS
2 HAMILL, DR ROGER
0 MCCAW, MR ANDREW
0 AIKEN, MRS ELIZABETH
1 CAIRNS, MR TIM
1 MCCULLOUGH, MRS KELLY
3 STANEX, MRS ELIZABETH
2 BROWN, MRS VALERIE
3 HARRISON, MR GREG
3 HARRISON, MRS ALISON

DROMORE

DROMORE, Clerical

0 GENOE, REV SIMON
3 LENNOX, REV MARK
3 HARVEY, VEN MARK
3 CALVIN, REV ALISON
2 WILSON, VERY REV GEOFF
1 LINTON, REV IAN
3 KETTYLE, REV RAYMOND
3 OKIKIOLU, REV GEORGE
3 CADDEN, REV CANON TERENCE
3 SALMON, REV KAREN

DROMORE, Lay

2 ARMSTRONG, MRS JANINE
3 HENRY, MR SIMON
2 ARMSTRONG, MR DAVID
3 MCATEE, MISS ELLIE
2 CHARLETON, MR DAVID
3 O'MALLEY, MR BASIL
3 NEWELL, CAPTAIN GEORGE
3 ADAMS, MRS ALISON
0 WILSON, MR JACK
3 TREW, MR STEPHEN
2 CHAMBERS, MRS GWEN
3 JOHNSTON, MRS SALLY
3 RUDDOCK, MRS DIANE
3 HARRISON, MR NEIL
0 PEACH, MRS JAN
3 MURPHY, MR ANDREW
0 HENDERSON, MR IVAN
1 HALLIDAY, MISS PATRICIA
1 HOLLAND, MS MARGARET

0 UPRICHARD, MS HAZEL

CONNOR

CONNOR, CLERICAL

2 BAYLOR, REV CANON NIGEL
0 BLAIR, REV PETER
3 BOYD, REV JAMES
2 CAMPBELL, REV DR ANDREW
3 CAMPBELL-SMYTH, REV JONNY
0 CARSON, REV CANON JAMES
1 CHRISTIE, REV DENNIS
2 CLELAND, REV TREVOR
1 DARK, REV NICHOLAS
1 DUNDAS, VEN PAUL
2 ERVINE, REV NATHAN
2 FIELDING, REV CANON STEPHEN
3 FORDE, VEN BARRY
1 FORDE, VERY REV STEPHEN
0 HARRINGTON, REV DEREK
3 IRWIN, REV ANDREW
1 JOHNSTON, REV TREVOR
3 JONES, REV PETER
2 KERR, REV DEREK
3 LACEY, REV BRIAN
1 LOCKHART, REV DAVID
3 MCALISTER, REV AARON
2 MCBRIDE, VEN DR STEPHEN
3 MCCANN, REV DR ALAN
0 MCCONNELL, REV CANON MARK
3 MCCULLAGH, REV DANIELLE
0 MERCER, REV JACOB

CONNOR, Lay

2 ADDIS, MR STEPHEN
0 ALGEO, MR HENRY
1 BRANNIGAN, MISS EMILY
1 BRANNIGAN, MISS ELIZABETH
2 CAIRNS, MR DES
2 CAIRNS, MRS JUDITH
2 CAMPBELL, DR ALISON
3 CAMPBELL-SMYTH, MRS ALISON
0 CARSON, MRS HEATHER
0 CHARLES, DR ANDREW
0 CHERRY, MRS CYNTHIA
0 CLYDE, MRS SARAH
0 COLLUM, DR NIALL
2 COTTER, MR RICHARD
0 DARK, MRS BRONWEN
0 DAVISON, MRS CAITLIN
3 DOIG, MRS CATHY
3 DUNDAS, MR PAUL
2 FOSTER, DR HELEN
1 FULLERTON, MRS MARGARET
3 GARDINER, MR KEITH
3 GARDINER, DR RUTH
3 GIBSON, MR KEN
0 HAMER, MR MICHAEL
3 JUDGE, MISS MAXINE
0 KENWELL, MISS BARBARA
3 LINFORD, MRS GERALDINE
0 LOGAN, MRS RUTH
0 LUCY, MR GORDON
0 LYTTLE, MR RICHARD
0 MARK, MR GAVIN
3 MARTIN, MS JOHANNE
0 MCGALL, MRS KATHRYN
1 MCGAUGHEY, MS GILLIAN
0 MCGREEVY, MR ROBERT
0 MCINTOSH, DR JONATHAN
0 MCINTOSH, MR THOMAS
3 MILLER, MISS VALERIE
3 OGILBY, MRS LORRAINE
3 OGILBY, MR MICHAEL
3 PATTERSON, MRS ROSEMARY
3 PAULIN, MR OSWYN
0 RUTTER, MISS EMMA
0 SCHOLES, DR ANDREW
3 SIMPSON, MISS SARAH
3 TAGGART, MRS TRACEY
0 THOMPSON, MRS JULIE
3 TILSON, MS PAM
3 TOTTEN, MR ROY
0 TRIMBLE, DR MICHAEL
0 TUFF, MR STPEHEN
3 TURNER, MS CATE
3 WEIR, MRS JACQUELINE
2 WILLIAMS, MR JOHN
0 WILSON, MS FRANCES
3 WOODMAN, MR GEORGE
3 WRIGHT, MRS ELAINE

KILMORE

KILMORE, CLERICAL

3 CROSSEY, VERY REV NIGEL
3 HORNER, VEN IAN
3 WEST, REV CANON RUTH
0 DONOHOE, REV SIMON

KILMORE, LAY

3 BLEAKLEY, MRS SOPHIA
3 O'NEILL, MISS HANNAH
0 DAY, DR RITA
3 BAGNALL, MR NEVILLE
0 WOODS, MS ROSEMARIE
1 LIPSCOMB, DR NICHOLAS
2 DONNELLY, MRS CATHERINE
3 JONES, MR DAVID
2 KELLS, MR WILSON
2 JOSEPH, MS BEVERLY

ELPHIN & ARDAGH

ELPHIN & ARDAGH, Clerical

2 BAMBER, VEN PATRICK
3 HICKS, VEN HAZEL
2 QUINN, REV NAOMI
3 SCOTT, REV SIMON
3 YENDALL, REV CANON EDWARD

ELPHIN & ARDAGH, Lay

3 COMPTON, MS SUSAN
3 STEWART, MRS DIANE
2 WRIGHT, MRS LYN
2 TAYLOR, MS SARAH
2 WILLIAMSON, MR ALAN

2 LINDSAY, MR EDWARD
3 SIGGINS, MS SALLY
2 LITTLE, MRS JOY
2 ARMSTRONG, MR GEORGE
2 HALL, MR MICHAEL

TUAM, KILLALA & ACHONRY

TUAM, KILLALA & ACHONRY, CLERICAL

0 COUSINS, REV SUZANNE
1 PEILOW, VERY REV LYNDA
3 DOYLE, REV ALISTAIR
1 MORAHAN, REV CANON ALEX
2 REYNOLDS, REV CAROLE
0 MORROW, REV CAROLINE
3 WILLS, REV CANON ANDREA

TUAM, KILLALA & ACHONRY, Lay

1 BRICKENDEN, MR STEPHEN
3 EMERSON, DR CATHERINE
3 MAHER, MS OLIVE
1 MOORE, MR HENRY
0 SHAW, MS GILLIAN
0 BAIRD, MS SUSAN
2 STAFFORD, MS BEVERLEY
0 WILSON, MR JAMES
0 HILL-THORNBURGH, MS FRANCES
2 WALSH, MS GRAINNE
1 BRETT, MS MARGARET
0 GOULDEN, MS JOAN
0 MITCHELL, MR CHRIS
0 BOURNES, MS DIANNA

DUBLIN

DUBLIN, Clerical

3 GYLES, REV CANON SONIA
3 WHARTON, REV CANON GILLIAN
3 JONES, REV ROBERT
2 MORTON, VERY REV DR WILLIAM
3 ARBUTHNOT, REV CANON PAUL
2 GILLESPIE, REV CANON DAVID
2 HANILY, REV SEAN
2 WHITE, REV DAVID
2 ELLIOTT, REV CANON DR MAURICE
3 CLEMENTS, REV ROBERT
3 TANNER, REV JOHN
3 BOWLES, REV DAVID
3 BURNS, REV JANE
2 PIERPOINT, VEN DAVID
2 RUDDOCK, REV CANON LEONARD
2 DOWD, REV GARY
2 ROBINSON, REV CANON LESLEY

DUBLIN, Lay

3 GOOD, MRS OLIVE
3 GYLES, MS RUTH
3 HAYES, MR SCOTT
3 SMITH, MS SALLY
3 MACCANN, MR LYNDON
2 AIKEN, MR JOHN
3 HOUSTON, DR KERRY
3 RICHARDS, CANON GRAHAM
2 OBE, MS STELLA
0 BARKER, DR PATRICIA
0 HISLOP, MR HAROLD
0 PERDUE, MS JOYCE
0 PLANT, MS LINDA
2 SCARGILL, MR GEOFF
3 MCKINLEY, DR JULLIE
1 WEBB, MR DAVID
3 WHYTE, MR DAVID
3 RICHARDS, MR GORDON
3 TEGGIN, MR QUENTIN
0 EBBS, MR DAVID
3 PARMINTER, MR LOUIS
3 ST LEGER, MR HUGH
0 MUSHONGA, MS EVONNE
2 REYNOLDS. MS CAROL
0 VINCENT, MR STPEHEN
2 CROMER, MRS JUNE
3 DUNCAN, MRS VALERIE
2 MIDDLETON, MR PHILIP
0 HEALION-CAMPBELL, MS MARGARET
2 MCNEILE, MR ANDREW
0 HESELTINE, MS MARY
3 KINGSTON, MRS ROSEMARY
3 MICHAEL, DR LUCY
2 WAYMAN, MS SHEILA
0 KELLY, MR JOE
1 HARDY, MR THOMAS

GLENDALOUGH

GLENDALOUGH, CLERICAL

3 HALLISSEY, REV CATHY
3 STYLES, VEN ROSS
2 KINKEAD, REV JACK
1 RUE, REV KEN

GLENDALOUGH, LAY

3 NEILL, MR ROBERT
3 NEILSON, MR DEREK
3 HENDY, MR PHILIP
3 MCMASTER, MR GEOFFREY
3 BARRETT, MRS BRIGID

MEATH & KILDARE

MEATH & KILDARE, CLERICAL

2 DELAMERE, REV CANON ISAAC
3 STEVENSON, VEN LESLIE
3 HOLMES, REV TREVOR
2 POULTON, REV CANON KATHARINE
3 CLARKE, REV CANON JOHN
2 SEALE, REV CANON WILLIAM
3 O'KELLY, REV MARTIN
3 STEACY, REV CANON WILLIAM
3 JACKSON, VERY REV ISOBEL
2 MCKINLEY, REV PHILIP

MEATH & KILDARE, Lay

3 WILLOUGHBY, MRS RHONDA
2 POTTERTON, MR MARK

0 POTTERTON, MS OLIVE
2 JACK, MR RICHARD
0 THOMPSON, MS ADRIENNE
1 HUSTON, MR NOEL
0 HENDY, MS ELEANOR
3 DEVERELL, MR JOE
3 ROWNTREE, MRS HILARY
2 BURKE, MS GILLIAN
1 NICHOLSON, MR MATTHEW
2 DELAMERE, MRS CLARISSA
2 TAYLOR, MRS WENDY
3 WHEATLEY, MRS SYLVIA
2 WILKINSON, DR HARRIET
0 ROE, MS PHILLIS
2 CRAMPTON, MRS IRENE
0 KELLY, MR GEORGE
0 ROWNTREE, MRS DAPHNE
3 SMYTH, MR TIM

CASHEL, FERNS & OSSORY

CASHEL, FERNS & OSSORY, Clerical

3 HAYDEN, REV CANON MARK
3 HALFORD, REV CANON NICOLA
3 HARVEY, REV CANON PATRICK
2 MULHALL, VERY REV JAMES
3 FARRELL, VERY REV STEPHEN
2 DRAPER, VERY REV PAUL
0 MCCAUSLAND, REV CANON NORMAN
3 HAYES, VERY REV BRUCE
2 JAMES, REV GER
2 SARGENT, REV CANON TREVOR
3 PURSER, VEN ALEC
0 FITZPATRICK, REV CANON VICTOR
2 COULTER, REV CANON IAN
2 HANLEY, REV CANON MAIRT
3 COLEMAN, REV PATRICIA

CASHEL, FERNS & OSSORY, Lay

3 CODD, MR RICHARD
3 GROTHIER, MRS PHYLLIS
2 DRIVER, MR ERIC
3 CORRIGAN, MS HAZEL
3 GOOD, MS CAROLYN
3 COLLIER-HANNON, MS DORCAS
3 PURSER, MS GILLIAN
1 MASTERSON, MR WILLIAM
2 BOYD, MR ROGER
2 PURSER, MS EMMA
3 SYME, MR ROBBIE
3 THORPE, MS OLIVE
2 JACOB, MS MARGARET
3 THORPE, MR DESMOND
3 POWER, MS VALERIE
3 BAYLEY, MS LESLEY
3 HORAN, MR VICTOR
2 WARD, MS LINDA
3 ARNOPP, MS SANDRA
3 GILBERT, MR ALAN
1 STEPHENS, MR KARL
2 JACOB, MR TREVOR
2 REYNOLDS, MR SHANE
2 JAMES, MS VALERIE
3 RAINSBERRY, MS LINDA
1 KIDD, MS CLAUDIA
3 GOOD, MS HEIDI
3 JACKSON, MS JOAN
2 POWER, MS OLIVE
0 WILLOUGHBY, MR WILLIAM
3 COOKE, MR THOMAS
1 THOMPSON, MR JOHN
0 STANLEY, MR ALAN
3 WILKINSON, DR JACQUI

CORK, CLOYNE & ROSS

CORK, CLOYNE & ROSS, Clerical

3 GREEN, VERY REV SUSAN
3 ORR, VEN ANDREW
3 ARDIS, REV JOHN
3 DUNNE, VERY REV NIGEL
2 SKUSE, REV ANNE
3 FERRIS, REV ROBERT
2 WILLOUGHBY, REV CANON PAUL
2 MURRAY, REV CANON ELAINE
3 SUTTON, REV KINGSLEY
3 FARR, REV MEGHAN
3 JEFFERS, VERY REV CLIFF
2 MACCARTHY, REV CANON DENIS
2 OLHAUSEN, REV DR WILLIAM

CORK, CLOYNE & ROSS, Lay

3 ARNOPP, MRS HELEN
0 GASH, DR EDWARD
3 CONNOLLY, MS HILDA
3 DEANE, MS LINDA
3 VERPLANCKE, MRS DOROTHY
2 SKUSE, MR BILLY
3 COOMBES, MR GORDON
3 JENNINGS, MRS AVRIL
3 ST LEGER, DR ALICIA
3 STOBART, MR PETER
0 DRING, MRS HILARY
1 WOODWORTH, DR SIMON
2 FLEMING, MRS HEATHER
3 PETERS, MRS JUDY
3 BUTTIMER, MRS ANN
0 BOGAN, MRS PATRICIA
1 WOOD, MR RICHARD
3 ELLIOTT, DR SIMON
3 BRACKEN, MR TIM
3 SPILLANE, MR STEPHEN
2 HELEN, MS SYLVIA
0 GODSIL, MR RICHARD
3 NEWENHAM, MR ROBIN
3 JEFFERS, MS EUNICE
3 BUTTIMER, MR JOHN

LIMERICK

LIMERICK, Clerical

3 O'BRIEN, REV CANON KEVIN
3 SLOANE, VERY REV NIALL
3 MADDEN, REV DR LEONARD
3 GODFREY, VEN JOHN
3 GALBRAITH, REV CANON JANE

1 BARRY, REV KEITH
3 MINION, REV ARTHUR
1 PAULSEN, REV GARY
1 LYNCH, REV VICKI
0 STEPHENS, REV CANON JIM
1 IRRGANG-BUCKLEY, REV BARBARA
2 MARSH, VERY REV DR RICHARD

LIMERCIK, Lay

3 BRICKENDEN, MRS MARGARET
3 BRISLANE, MR KIERON
1 CLARKE, MR JAMES
3 SPARLING, MR KIERAN J
0 BRAY, MRS JANET
3 SMITH, DR CATHERINE
3 HARDY, MR EDWARD
3 BENSON, MR ROY
3 SCHUTZ, MR PAUL
1 HARDING, MR CYRIL
3 WHYTE, MR PETER
2 CLARKE, MR CALEB
3 ARMSTRONG, MR ALAN
0 MEREDITH, MR DAVID
3 GREENE, MRS HAZEL
3 MWASE, MR GABRIEL
3 O'BRIEN, MR ANDREW
3 SANDES, MS LESLEY
3 HILLIARD, MR ADRIAN
3 MASON, MS PHYLLIS
2 HOFFMAN, MS SANDRA
1 BLENNERHASSETT, MR DAVID
0 HARRISON, MRS JANE
0 TIRMIZI, MRS JANE

COMMITTEES OF THE GENERAL SYNOD

(as on 1 June 2025)

STANDING COMMITTEE

Ex-officio Members

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Rev Canon Gillian Wharton
Mr Kenneth Gibson
Ms Hazel Corrigan
Rev Canon Malcolm Kingston

Elected Members

Diocese of:	
Armagh	Rev Carlton Baxter Rev Canon Gary McMurray Mrs Mary Caldwell Mrs Caroline Nesbitt
Clogher	Ven Paul Thompson Rev Mark Gallagher Mr Neville Armstrong Mr Glenn Moore
Derry	Rev Canon Henry Gilmore Rev Graham Hare Mrs Kaye Nesbitt Mr Robert Ellis
Down	Ven James Cheshire Rev Mark Lennox Mr Andrew Brannigan Mr William Fyffe
Connor	Rev James Boyd Rev Peter Jones Mr Roy Totten VACANT
Kilmore	Ven Ian Horner Rev Canon Ruth West Mr Edward Lindsay Miss Hannah O'Neill
Tuam	Very Rev Lynda Peilow Very Rev Niall Sloane Mr Edward Hardy Dr Catherine Smith

Dublin	Rev Sean Hanily Rev Robert Jones Mr Lyndon MacCann SC Dr Julie McKinley
Meath	Rev Philip McKinley VACANT Dr Harriet Wilkinson Ms Phillis Roe
Cashel	Ven Mark Hayden Very Rev Stephen Farrell Mr Richard Codd Mr Eric Driver
Cork	Ven Andrew Orr Rev John Ardis Mrs Helen Arnopp Ms Hilda Connolly

Co-opted Members

Very Rev Nigel Dunne
Rev Canon Dr Maurice Elliott
Mrs Jane Leighton
Mr Alan Williamson
Very Rev Kenneth Hall
Ven David Huss
Rev Canon Aonghus Mayes

COURT OF THE GENERAL SYNOD

The Archbishops and Bishops

His Honour Judge Tom Burgess
His Honour Judge Alistair Devlin
Mr Ronald Robins
Mr Charles Galloway
The Hon Mr Justice Benjamin Stephens
Mr Patrick Good KC
Mr Lyndon MacCann SC
The Hon Mrs Justice Catherine McGuinness

Registrar: Rev Robert Marshall

BOARD OF EDUCATION

Ex-officio Members

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Elected Members ***(from 31st March 2025 to 31st March 2028)***

Armagh	Rev Canon Malcolm Kingston Mr T Flannagan
Clogher	Rev L Capper Ms R Barton

Derry and Raphoe	Rev Canon H Gilmore Mrs A Reid Mr D West
Down	Rev C Simpson Mrs D Cheshire
Connor	Rev P Jones Mr R Gilbert
Kilmore	Very Rev N Crossey Vacant
Tuam	Rev S Cousins Mrs M Brickenden
Dublin	Rev S Hanily Mr J Aiken
Meath	Rev Canon JDM Clarke Mr T Smyth
Cashel Ferns and Ossory	Rev Canon H Oxley Mrs M Jacob
Cork	Vacant Mr P Stobart

Co-opted members

1. Vacant (CIPSMA)
2. Very Rev N Sloane (Sunday School Society)
3. Rev Canon Prof A Lodge (Third Level)
4. Dr E Gash (ISA)
5. Mr N Barrett (ISA)
6. Mr A Forrest (ISA)
7. Mr K Sparling(ASTI)
8. Mrs S Hall (ASTI)
9. Vacant (TUI)
10. Ms S Richards (PSCICE)
11. Ms R Frazer (PSCICE)
12. Vacant (PSCICE)
13. Mr L Hawkins (CIYD)
14. Mr S Henry (CIYD)
15. Rev Canon A Adams
16. Mr M Johnston
17. Miss F Boyd
18. Mr R McLoughlin OBE
19. Mr I Bell
20. Prof Purdy, OBE

Observers:
Dr Rebekah Stevenson (Presbyterian Church)
Ms D Wood (Methodist Church)

In Attendance:
Dr K Fennelly, Secretary
Dr PJ Hamill, Secretary NI
Mrs S Ellis, Education Advisor

PETITIONS COMMITTEE

Mr Oswyn Paulin
Ms Linda Rainsberry

The Honorary Secretaries of the General Synod

ELECTIONS COMMITTEE

Rev Canon Harry Gilmore
Canon Graham Richards

The Honorary Secretaries of the General Synod

BILLS COMMITTEE

The Assessor (*ex officio*)
The Rt Rev Michael Burrows
Prof Patricia Barker
Mr Oswyn Paulin
Honorary Secretaries
Very Rev Stephen Farrell

COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE

The Bishop of Tuam, Limerick and Killaloe (Chair)

ACC Representative: Rev Canon Katharine Poulton

ACC Representative: Mr Glenn Moore

WCC Representative: VACANT

Porvoo Contact Group Person: Rev Canon Stephen Fielding

An Honorary Secretary of General Synod: Rev Canon Malcolm Kingston

Hon Secretary: Very Rev Niall Sloane

Hon Records Secretary: Ms Gina Copty

The Archbishop of Dublin

The Bishop of Derry and Raphoe

Ms Cate Turner

Rev Canon Dr Daniel Nuzum

Rev Meurig Williams

Rev Suzanne Cousins

Rev Abigail Sines

Rev Canon Kevin O'Brien

Mr Femi Atoyebi

Dr Bridget Nichols

Rev Dr Ryan Hawk

LEGISLATION COMMITTEE

Rt Rev Michael Burrows
The Honorary Secretaries
Mr Garrett Casey BL
Rev Terence Dunlop
Mrs Judy Peters

RECORD COMMITTEE

Mrs Kaye Nesbitt
Canon Graham Richards
Dr Jacqui Wilkinson
Mr Quentin Teggin
Ven David Huss
The Honorary Secretaries

STANDING ORDERS COMMITTEE

Ms Heather Pope
The Honorary Secretaries
Very Rev Shane Forster

CHURCH OF IRELAND PENSIONS BOARD

Rev Canon Harry Gilmore
Rt Rev Andrew Forster
Mr Mike Johnston
Rev Canon Ruth West
Mrs Judith Peters
Mrs Heather Pope
Rev Canon John Auchmuty
Mr Robbie Syme

CHURCH OF IRELAND COUNCIL FOR MISSION

Rt Rev Ferran Glenfield	House of Bishops / Kilmore
Rev Tim Wright (Hon Chair)	Synod
Rev Colin McConaghie (Hon Secretary)	Synod
Sarah Taylor (Hon. Treasurer)	Kilmore and Elphin
Ms Emma Lynch	AMS
Ms Jenny Smyth	AMS
Rev Dr Paddy McGlinchey	CITI
Rev Dr Laurence Graham	Methodist Church
Very Rev Paul Mooney	Cashel
Rev Kingsley Sutton	Cork
Rev Jonathan McFarland	Derry and Raphoe
Ven Andrew Orr	Synod
Rev Isaac Hannah.	Synod
Mrs Jill Lester	Connor
Mrs Hazel Speares	Mothers' Union
Mr David Frizelle	Tuam, Limerick and Killaloe
Rev William Jeffrey	Clogher
Rev Henry Blair	AMS
Mrs Hilary McClay	Bishops' Appeal
Ms Kelley Bermingham	Meath and Kildare
Mr Luke Hawkins	CIYD (joined June 2024)
Rev Adam Pullen	Synod (joined June 2024)
Rev Richard Balmer	AMS (joined January 2025)

CHURCH OF IRELAND YOUTH DEPARTMENT

Executive

President	The Most Rev Patricia Storey
Chairperson	Mrs Brigid Barrett
Treasurer	Mr Edward Hardy
Secretary	Mrs Judith Peters

Rev Aaron McAllister
Rev Philip Bryson

Central Board – Executive (above) and:
Rev Peter Ferguson
Miss Valerie Walker
Rev Alan Breen
Miss Amy Sherlock

Miss Sally Siggins
Rev Canon Alex Morahan
Rev Martin O'Kelly
Rev Canon Malcolm Kingston
Miss Hannah O'Neill

Co-options
Mrs Brigid Barrett
Mrs Hilda Connolly
Ms Christina Baillie

Standing Committee Representatives
Dr Harriet Wilkinson
Mr Edward Hardy

National Youth Officer
Mr Simon Henry

Youth Ministry Development Officer (Southern Region)
VACANT

Office Manager
Mrs Barbara Swan

MEMBERS AND COMMITTEES OF THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND (SEE REPORT OF THE REPRESENTATIVE BODY)

HONORARY SECRETARIES OF THE GENERAL SYNOD

Rev Canon Gillian Wharton	The Rectory, Cross Avenue, Booterstown, Blackrock, Co Dublin, A94 W7R6
Mr Kenneth Gibson	11 Magheralave Court, Lisburn, Co. Antrim, BT28 3BY.
Ms Hazel Corrigan	Liscolman House, Tullow, Co Carlow, R93 C899.
Rev Canon Malcolm Kingston	St Mark's Rectory, 14 Portadown Road, Armagh BT619EE
Assistant Secretary	Mrs Janet Maxwell
Synod Officer	Dr Nicole Gallagher
Synod Administrator	Ms Aisling Sheridan
Synod Area Support Officer	Mr Craig Copley Brown
Office	Church of Ireland House, Church Avenue, Rathmines, Dublin 6, D06 CF67

STANDING ORDERS

ADOPTED BY THE HOUSE OF REPRESENTATIVES MAY, 1965

(amended 1970, 1971, 1972, 1975, 1979, 1984, 1985, 1987, 1988, 1997, 2000, 2003, 2009, 2011, 2017, 2018, 2021, 2022 and 2024)

General

1. The Holy Bible and the Book of Common Prayer shall lie in front of the President.

2. Each day's proceedings shall open with a reading from Holy Scripture and prayer.

3. The hours for the Synod when in ordinary session shall be as follows:-

First day: 11.00 a.m. to 1.00 p.m.; 2.00 p.m. to 6.30 p.m. or, if the first and second readings of all Bills sent to the members with the summonses have not then been concluded, until such later hour as the Synod shall determine.

Second day: 10.00 a.m. to 1.00 p.m.; 2.00 p.m. to 6.30 p.m.

Third day: 10.00 a.m. to 1.00 p.m.; 2.00 p.m. to 4.30 p.m. or such other hour as the Synod may determine.

Provided that:

(a) The Standing Committee may by Resolution determine that –

i. the number of days of the Synod; and/or

ii. the hour at which the Synod shall commence or conclude on any day shall be otherwise than as stated above.

(b) The Synod by Resolution assented to by at least two-thirds of the members of the House of Representatives present and voting thereon may (unless the Bishops present by a majority object) prolong the period of any sitting to such hour as may be named in such Resolution.

The hours for the Synod when in special session shall be specified in the notice convening the meeting.

4. (a) Notice of each ordinary meeting of the General Synod shall be sent to every member thereof at least 21 days before the day fixed for such meeting.

(b) Notice of each special meeting of the General Synod shall be sent to every member thereof at least 7 days before the day fixed for such meeting.

5. Every member shall be issued with details of how to gain admission to the meeting of the Synod, as will members of the Representative Body and its Chief Officer and Secretary, the Assessor of the General Synod and other officers of the Synod. Representatives of Churches invited by the General Synod or by the Standing Committee shall also be admitted to the meeting of the Synod

6. Reporters shall be admitted to such part of the Synod as the Synod may appoint except when the Synod shall exclude them by standing order or by an express vote.

7. Four honorary secretaries, two clerical and two lay, shall be elected by their respective orders from among their own members. Any casual vacancy may be filled by the Standing Committee provided always that the clerical or lay representative so elected by the Standing Committee shall be deemed to hold office only until the day previous to the next meeting of the General Synod.

8. On the first day of each ordinary session the President shall appoint as Assessor a person having legal qualifications and experience of the form of government of the Church. The Assessor shall hold office until immediately prior to the following ordinary session and shall be eligible for re-appointment.

9. When the President shall have taken the Chair, no member shall continue speaking, except when addressing the Chair.

10. At a physical meeting of Synod, no member shall pass between the Chair and a member who is speaking.

11. If it appear on notice being taken that a quorum is not present, the President shall thereupon adjourn the Synod, without question put, until an hour to be named by the President, or until the next day of meeting, as he shall think fit.

12. A motion to suspend Standing Orders may be moved without notice and to be passed such motion shall require the consent of three-fourths of the members present and voting.

13. All questions of order and relevance shall be decided by the President.

14. The President shall regulate the proceedings of the Synod in all matters not provided for in these Orders by analogy to parliamentary practice.

Rules of Debate

15. Every member desiring to speak shall address the Chair, and when two or more members indicate a desire to address the Chair the President shall decide which of them shall speak.

16. The President shall confine each speaker to the subject-matter of debate; it shall not be in order for any member to interrupt the speaker, except through the medium of the President.

17. Whenever the President indicates that they wish to speak any member shall desist from speaking until the President indicates that the said member may continue.

18. No speech of more than five minutes' duration shall be permitted except

(a) the proposer of the reports of the Standing Committee and the Representative Body, who may speak for fifteen minutes each; and

(b) the seconder of the reports of the Standing Committee and the Representative Body and the proposer of any other report, who may speak for ten minutes;

provided that the President (or person chairing the Synod at that time), having regard to the circumstances, including the gravity or complexity of the subject of the debate and the time available for the disposal of business, may decide that compliance with the above restrictions ought to be waived in regard to a particular speech.

19. The President shall leave the Chair when desiring to take part in a debate.

(Note - Appointment to the Chair - see appendix)

20. The proposer of a motion shall have a right of reply, but otherwise a member shall not be permitted to speak more than once on the same question except on the Amendment/Detail stage of a bill. The seconder of a motion or amendment may reserve the right to make a speech to any period of the debate.

21. Members of the Representative Body and its Chief Officer and Secretary shall be entitled to address the House on any question before it. Ecumenical guests shall be entitled to address the House on reports and motions, but shall not be entitled to address the house on bills. Only those who are members of the House shall be entitled to vote.

Bills

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 (Psalm Sunday) to Easter Day inclusive) shall be printed and sent to the members with the summonses.

23. On leave being asked to bring in a bill, the name or names of the member or members proposing to bring in the bill shall be stated and the name or names shall be printed with the bill.

24. (a) At the first ordinary session of each Synod a Bills Committee consisting of six members with the Assessor ex officio shall be elected to hold office until immediately prior to the first ordinary session of the following General Synod.

(b) The Bills Committee shall meet prior to each session of the General Synod to consider legal and drafting aspects of the Bills being presented. The proposer of each Bill shall be notified of the date and place of meeting, and the proposer or the proposer's nominee shall be entitled to participate during the consideration of such Bill.

(c) It shall be competent for the Synod to refer to the Bills Committee any amendments which may be proposed during the progress of a Bill through the Synod.

25. Bills shall be considered in the order of lodgement thereof with the honorary secretaries, save that bills introduced at the request of the Synod or the House of Bishops or the Standing Committee or the Representative Body or the Pensions Board shall have priority over other bills.

26. Where there are for consideration two or more bills dealing with the same subject matter, the President, if of the opinion that it is advisable so to do, may direct that the question be not put on the Principle Stage of any such bills until there shall have been a debate on the Principle Stage of the other or others.

27. Notice of any amendment proposed to a bill shall be given in writing to the honorary secretaries. (And see S.O.s Nos. 34 to 39.)

28. In the case of any Ordinary Bill which has been printed and sent to the members with the summonses, no amendment shall be considered, save with the leave of the Synod, unless it has been notified to the honorary secretaries on or before the Friday next preceding the session of the Synod; and in the case of such bill (not being a bill to which Standing Order 30 refers) the Synod, if it thinks fit, may proceed on the day of the Introduction to the Principle Stage and Amendment/Detail Stage.

29. Procedure on Ordinary Bills (Ch. 1 sec. 25 of the Constitution) shall be as follows:-

(a) Introduction

The member moving for leave to introduce a bill shall be permitted to make a brief explanatory statement of not more than five minutes' duration, and if the motion is opposed, a member opposing may make a statement in opposition of not more than five minutes' duration. The member moving for leave may postpone making a statement until after the member opposing has spoken.

Only the one speech in support of, and one in opposition to, the motion may be made, and the question shall then be put without amendment or further debate; provided that in the case of a bill proposed to be introduced at the request of the Synod or the House of Bishops or the Standing Committee or the Representative Body or the Pensions Board the resolution giving leave to introduce it shall be put without debate unless notice of intention to oppose the resolution has been given to the honorary secretaries of the Synod on or before the Friday next preceding the meeting of the Synod.

Leave to introduce having been given, the bill shall be read, without debate, and an order made fixing a day for the Principle Stage.

(b) Principle Stage

On the motion "That the bill now be considered in Principle", the debate, if any, shall be confined to the question whether the Synod approves the proposal in principle, matters of detail being postponed to the Amendment/Detail stage. The only amendment which may be moved to this motion is one proposing to delete all or some of the words after "That," and the substitution of words which state some reason against the bill being read a second time forthwith.

The bill having been through the Principle Stage, an order shall be made fixing a day for consideration at the amendment/Detail Stage.

(c) Amendment/Detail Stage

The Synod shall consider the bill, clause by clause, together with any relevant amendments which may be proposed, the preamble being taken last. At the conclusion of this consideration an order shall be made fixing a day for the Final Consideration and Final Decision stages.

(d) Final Consideration Stage

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.

When the bill has received relevant consideration, an order shall be made fixing a day for the Final Decision, provided that such order must permit, unless the Synod otherwise direct, for at least one clear day being interposed between consideration at the Detail/Amendment Stage and the Final Decision.

(e) Final Decision Stage

On the motion "That the bill be passed," any debate shall be confined to what is provided in the bill.

30. Procedure on Special Bills (Ch. 1 sec. 26 of the Constitution) shall be as for Ordinary Bills; provided that:-

(a) Leave to introduce such a bill may only be given at an ordinary session of the Synod; leave having been given, the bill shall be deemed to have completed the Introduction Stage, but it shall not be processed further until the next Ordinary Session when it will come before the Synod for the Principle Stage. No amendment to such a Bill may be moved at the Introduction Stage, but notice of any such amendment must be given at this stage provided that written notice of any such amendment if received by the Honorary Secretaries within one calendar month of the end of this Ordinary Session shall be deemed to have been given at the first reading stage. Amendments, of which notice has been given at the Introduction Stage, may be moved at the Amendment/Detail Stage, and no other amendment may then be moved except any dealing with omissions, grammatical or clerical errors.

(b) Copies of the resolution giving leave to introduce shall be sent to each diocesan synod within one month after the ending of the session at which the resolution was passed.

(c) The consent of not less than two-thirds of each order, present and voting, shall be required to pass the motions (i) for leave to introduce the bill, (ii) that the bill now progress through the Principle Stage, and (iii) that the bill be now progress through the Amendment/Detail and Final Decision Stages, and

(d) Debate on the motion that leave to introduce be given shall be governed by the rules of debate without the limitations imposed by S.O. 29(a).

Motions

31. (a) A notice of motion (other than a notice of motion referred to in (d) or (e) of this Order) shall be delivered to the Honorary Secretaries not less than one month before the day appointed for the opening of the session of the Synod at which the motion is to be moved.

(b) A notice of motion duly delivered to the Honorary Secretaries in accordance with (a) of this Order shall be sent to the members of the Synod with the Summons for the Synod at which the motion is to be moved. Such notice shall also be printed on the agenda for the 1st day of such Synod, and may be taken into consideration without further notice.

(c) A notice of motion shall be signed by the intended mover or by some member on the mover's behalf.

(d) A notice of motion received during a session of the Synod shall be read to the Synod by one of the Honorary Secretaries on such day as the President shall direct, but such motion shall not be taken into consideration until the next following session unless:-

(i) it arises out of business already transacted at the session at which it is received, or

(ii) The President and a two-thirds majority of the members present and voting consent to its being taken into consideration at the session at which it is received.

If a motion is taken into consideration under (i) or (ii) it shall be taken into consideration on such day as the President shall direct.

(iii) A Notice of Motion received during a Session of the Synod shall be signed by the intended mover with a written indication of support signed by five other members.

(iv) The full text of such a Motion shall be submitted in writing to the Honorary Secretaries, shall be read to the Synod by one of the Honorary Secretaries on such day as the President shall direct and such Motion shall be made available for consideration by all members of the Synod as soon as possible after receipt from the person proposing the Motion and in any event not later than 12 noon on the final day of the Session unless in exceptional circumstances the President directs otherwise.

(v) All amendments to any such Motion shall be delivered in writing to the Honorary Secretaries and the text of such amendments shall be made available for consideration by all members of the Synod as soon as possible after receipt from the person tabling the amendment and in any event not later than 1.00 p.m. on the third day of the Synod unless the President shall direct otherwise.

(vi) Any such Motion which is not taken into consideration under (i) or (ii) above shall be sent to the members of the Synod with the Summonses for the next following Session.

(e) A motion may be moved without notice by the unanimous leave of the Synod.

32. Motions shall be set down in the order in which the notices were given, provided that motions relating to the same subject shall be taken consecutively and provided that motions relating to any committee or board or commission shall be taken in conjunction with the report of such committee or board or commission.

33. A motion which does not propose that action be taken beyond its publication or transmission to certain persons shall not be moved unless the permission of the Synod has been previously obtained. When such a motion has been submitted the President shall put the question that leave be given to the member desiring to propose the motion to do so, and a vote shall be taken on this question without debate.

34. No motion or amendment during the Amendment/Detail stage shall be taken into consideration unless it be seconded; but, if seconded, it shall not be withdrawn without the leave of the Synod.

Amendments

35. A question having been proposed may be amended (a) by leaving out specified words or (b) by inserting in lieu of specified words included therein other specified words, or (c) by adding or inserting specified words; provided that an amendment which is in effect a direct negative to the question may not be moved.

All amendments shall be delivered in writing to the honorary secretaries.

36. All amendments shall be put according to the priority of the words proposed to be inserted in or omitted from the clause under consideration, and, except by leave of the Synod, no amendment may be proposed in any part of a question after a later part has been amended.

37. The question to be put in regard to any proposed amendment shall in all cases be whether the proposed amendment be made.

38. (a) At any time before the question has been put in regard to any proposed amendment the mover thereof may with the leave of the Synod alter the terms thereof, but no other amendment to a proposed amendment shall be in order.

(b) When an amendment has been made, the question thus amended becomes the substantive question and further amendments may then be proposed.

39. Where amendments have been made, the main question as amended shall be put and where no amendments have been made the question shall be put as originally proposed.

40. The Synod may order a complicated question to be divided.

Enforced Closure of Debate

41. (a) At any time after a question has been proposed in the Synod, a member may claim to move "that the question be now put," and, unless it shall appear to the President that such a motion is an abuse of Standing Orders, it shall be put forthwith and decided without amendment or debate.

(b) At any time after a question has been proposed in the Synod a member who considers that a vote on the question is undesirable may claim to move "that the Synod do now pass from this question to its next business," and, unless it shall appear to the President that such a motion is an abuse of Standing Orders, it shall be put forthwith and decided without amendment or debate.

(c) The proposer of a closure motion under (a) or (b) above may not interrupt a speaker to do so, and the President, before putting such motion, shall read the original motion (or the motion as amended as the case may be) which was being debated.

(d) If a closure motion under (a) or (b) above is negatived this shall not of itself preclude the proposal of (i) further amendments and (ii), at the discretion of the President, further closure motions, upon the subject in debate.

Motion for Adjournment of Debate or of the Synod

42. No discussion shall be permitted on a motion for adjournment; but the question shall be put immediately from the Chair, and decided by a show of hands on such motion, or by a division, if called for.

43. No adjournment of a debate or of the Synod may be moved if a similar motion on the same subject has been made within the preceding hour.

Voting Procedure

44. This Standing Order and Standing Order 45 shall apply to physical meetings of Synod.

(a) When any question is to be put to the Synod, the President shall rise and announce that "The question is that ...", thereupon reading or stating the question, and shall require that as many as are of that opinion shall say "Aye" and as many as are of the contrary opinion shall say "No". The President shall judge from the answers to such requests and state the result, as an opinion, of putting the question.

(b) After the President shall have stated the result, as an opinion, of the putting of any question, any member may call for a vote upon that question. If a vote is not called for, the President shall forthwith declare the result to be that which had previously been expressed as an opinion.

(c) When a vote is called for, it shall be taken by show of hands unless 20 members request a division; and the President, before calling for a show of hands, shall afford sufficient opportunity for requests to be made for a division or for a vote by orders.

(d) A vote by orders shall be taken if ten members of either order or the provisions of Ch. 1 sec. 25 of the Constitution so require, and such vote shall be by show of hands unless a division is requested by the requisite number of members.

(e) When a division is to be taken, an interval of five minutes shall be allowed after which the doors shall be closed and the question put a second time. The President shall appoint two tellers for each side and order the House to divide; whereupon every member of the House of Representatives present, and wishing to vote, shall record an opinion by passing into the lobby with the "Ayes" or with the "Noes". At the conclusion of the voting the tellers, having added their own votes, shall report the result to the President, who shall communicate it to the Synod.

(f) No question shall be deemed to be carried in the House of Representatives unless, in the case of both orders voting together, there is a majority in favour of the same of the representatives voting thereon, or in the case of the votes being taken by orders there is a majority in favour of the same of the representatives of each order voting thereon. (But see S.O. 29(c) in the case of Special Bills.)

45. When a division is called for, it shall be taken, notwithstanding that the time may have arrived at which, according to standing orders, the Synod ought to adjourn, or proceed to some other business.

(Note - Voting by bishops in Synod - see appendix)

Committees of the Synod

46. This Standing Order shall apply to electronic meetings of Synod.

(a). During an electronic meeting of Synod, when any question is to be put to the Synod or to a Committee of the whole Synod, the President shall announce that "The question is that ...", and thereupon call for an electronic vote to be taken.

(b) A vote by orders shall be taken if ten members of either order or the provisions of Ch. 1 sec. 25 of the Constitution so require, and such vote shall be by means of an electronic poll or other appropriate mechanism unless a division is requested by the requisite number of members. A vote by division shall be taken if 20 members request a division.

(c) When a division is to be taken, an interval of five minutes shall be allowed after which no one further shall be admitted to the meeting and the question shall be put a second time. The President shall ensure that there is a suitable means of recording the vote of every member of the House of Representatives present, and wishing to vote. At the conclusion of the voting the President shall communicate the result to the Synod.

(d) No question shall be deemed to be carried in the House of Representatives unless, in the case of both orders voting together, there is a majority in favour of the same of the representatives voting thereon, or in the case of the votes being taken by orders there is a majority in favour of the same of the representatives of each order voting thereon. (But see S.O. 29(c) in the case of Special Bills.)

47. All committees of the Synod shall make their reports available for inclusion in the Book of Reports to be sent to members. Such reports shall also be made available to lie on the table in front of the President.

48. The Synod may order any resolutions, presented by committees upon the first day of the session, to be taken into consideration without further notice.

49. When a motion for the appointment of a committee is carried, the mover thereof shall then, or at the next meeting of the Synod, move the appointment of the members proposed to serve on the Committee, one of whom shall be named as convener. The name of the mover of the resolution for the Committee shall be included in the list of proposed members, provided that this shall not be obligatory when the resolution has been moved on behalf of the House of Bishops, the Standing Committee or the Representative Body.

50. No committee shall, without leave of the Synod, consist of more than fifteen members. Each Committee shall appoint its own chairperson.

51. Every report of a committee requiring action shall be accompanied by a resolution or resolutions for the consideration of the Synod, and the mere adoption by the Synod of a report of a committee shall not be an authority for the expenditure of money.

Request for Information

52. If any member ask for information with regard to the business of any committee, either of the Synod or of the Representative Body, it shall be the duty of the chairperson of such committee, or of some other member thereof or of the Chief Officer and Secretary of the Representative Body, if so requested, to reply: Provided that at least one clear day's notice of such question shall have been given. The terms of all such requests received by the Honorary Secretaries not less than one week before the first day of a session of the Synod shall be made available to members on the said first day. Any such requests shall be answered on each day of the session at 2 p.m. or as soon thereafter as may be practicable.

Allocation of Money in the Hands of the R.C.B.

53. No resolution relating to the allocation of money in the hands of the Representative Body other than (a) money to the credit of the General Purposes Fund, or (b) for the payment of the expenses of the Synod and its committees shall be put to the Synod until a report from the Representative Body on the subject shall have been first obtained.

Separate Consideration by Bishops of Any Matter in Debate

54. When the bishops shall express their wish to consider separately any matter in debate, and upon such separate consideration shall think fit to communicate to the Synod their opinion upon such matter, the communication so made shall be inserted in the printed orders of the day, and shall come before the Synod in due course for its consideration.

55. If the communication so made shall relate to a bill previously discussed in committee, and then awaiting its third reading, the publication as aforesaid of such communication shall of itself have the effect of re-committing the bill for further consideration upon the subject of such communication, but for no other purpose.

(Note - Voting by bishops in Synod - see appendix)

Orders of the Day

56. Prior to each session of the Synod the honorary secretaries shall prepare an agenda paper which shall include (a) all items required by the Constitution or Standing Orders to be discharged by the Synod, (b) all items which the Synod at a previous session has directed to be included, and (c) all bills, reports and notices of intention to propose motions or amendments which have been received by them by the appointed date. Motions relating to any committee, board or commission shall be placed on the agenda paper in conjunction with the report of the appropriate committee, board or commission.

57. On the first day at such time as the President shall deem appropriate and in any event not later than 12 noon, the Synod shall consider a motion or motions to be presented by the honorary secretaries with the approval of the President to allocate the time available under Standing Order 3 between the items listed on the agenda paper. In allocating the Synod's time the Honorary Secretaries shall bear in mind that the first priority of the Church of Ireland is spiritual not material. On the adoption of such motion or motions (with or without amendments) business shall be conducted in accordance therewith. Such motion or motions shall include provision of not less than two hours each for consideration of the reports of the Standing Committee and the Representative Body.

58. The minutes of the proceedings of the session as certified by the honorary secretaries shall be presented to the next meeting of the Standing Committee and shall be confirmed by the signature of the Chairperson.

Consideration of the General State of the Church

59. On any day of meeting it shall be open to any member, at an hour when motions have precedence, to move that in priority to all other motions the Synod shall proceed to take into consideration the general state of the Church, its progress, prospects and needs. Such motion shall be put without discussion.

60. On such motion being passed, any subject then brought forward by any of the bishops shall have precedence of all others.

61. During such consideration neither strangers nor reporters shall be admitted to any part of the Synod hall or gallery.

62. Such consideration, if not sooner concluded, shall automatically cease at the expiration of one hour, unless prolonged by a special vote.

63. It shall not be necessary for a member bringing forward any subject to conclude with a resolution.

64. A separate record of the proceedings during such consideration shall be kept, and shall be authenticated by the signature of the President before the resumption of the business of the Synod.

65. During such consideration the discussion shall be regulated by the President, whose decision shall be final in all matters not provided for in the foregoing orders.

Petitions

66. A petition in writing may be made by any person or persons of the age of 18 years or upwards being a member or members of the Church of Ireland. Such petition shall be sent to the honorary secretaries of the Synod not later than one week before the day appointed for the meeting of the

Synod. Any such petition shall be presented to the Synod by a member thereof and shall be referred to the Petitions Committee which shall be elected at the first session of each Synod.

APPENDIX

Voting by Bishops in Synod

Procedure relative to voting by the bishops at meetings of the General Synod is in accordance with the provisions contained in the following sections of Chapter I of the Constitution:

20. If at any time the bishops express their wish to consider separately any matter in debate, the further discussion of that matter shall be postponed until the bishops shall have had the opportunity of so doing.

21. The bishops shall vote separately from the representatives, and no question shall be deemed to have been carried unless there be in its favour a majority of the bishops present, if they desire to vote, and a majority of the clerical and lay representatives present voting conjointly or by orders: Provided always, that if a question affirmed by a majority of the clerical and lay representatives present and voting, conjointly or by orders, but in favour of which there shall not be a majority of the bishops, shall be re-affirmed at the next ordinary session of the General Synod, by not less than two-thirds of the clerical and lay representatives present and voting conjointly or by orders, it shall be deemed to be carried, unless it be negatived by not less than two-thirds of the then members of the House of Bishops, the said two-thirds being present and voting, and giving their reasons in writing.

22. The bishops shall not vote until after the declaration of the votes of the clerical and lay representatives. If they desire to vote, the bishops may withdraw from the General Synod for that purpose, and may reserve the declaration of their vote until the following day.

Appointment to the Chair

Procedure relative to the appointment to the Chair at meetings of the General Synod is in accordance with the provisions contained in the following section of Chapter I of the Constitution:

18. The President may, at his discretion, invite any member of the House of Bishops to take the Chair for such period during a session as the President may determine; any person so taking the Chair shall have, and may exercise, all the powers and functions conferred by Standing Orders on the President.

GENERAL SYNOD

OF THE

CHURCH OF IRELAND

2025

BILLS

AND

EXPLANATORY MEMORANDA

INTRODUCTION

This pamphlet contains those Bills which were lodged with the Honorary Secretaries of the General Synod at least six weeks before the day appointed for the opening of the session of the Synod.

A Bill is a proposal for legislation which, if passed, will become a Statute, binding on all members of the Church of Ireland. The procedure is designed to ensure that the proposed legislation is considered carefully, both in principle and in detail, and that there is a day's interval for reflection before final approval is given.

The Bills will be taken into consideration in the order in which they appear in this pamphlet, unless the Synod directs otherwise. On the first stage, the proposer moves "That leave be given to introduce Bill no. ," unless leave has been given in the previous session. This is a formal motion which is normally put to the Synod without debate, but, in certain circumstances, one speech in support of the motion and one in opposition to it may be permitted.

If that motion is passed, the Synod proceeds to the Principle Stage, when the principles of the Bill are open to debate. At the conclusion of the debate on this stage, the motion "That the Bill be considered in principle" is put to the Synod. If this motion is passed, indicating that the Synod approved the Bill in principle, the Amendment/Detail stage follows.

In the case of Special Bills leave to introduce such a Bill may be given only at an ordinary session of the Synod; leave having been given, the Bill shall be deemed to have completed the Introduction Stage, but it shall not be processed further until the next ordinary session when it will come before the Synod for the Principle Stage.

On the Amendment/Detail stage, the Bill is considered in detail, the clauses being put to the Synod one by one for debate and decision. The clauses are taken first in their order; then, the schedules (if any); and, finally, the Preamble (the introductory matter). Amendments, notice of which was given to the Honorary Secretaries not later than the Friday before the session, will appear on the agenda paper for the first day; no other amendment may be moved at this stage except with the leave of the Synod. An amendment is taken on the clause to which it relates, and is disposed of before the clause itself is put to the Synod.

In the case of Special Bills, an amendment can be moved on the Amendment./Detail stage only if notice has been given in the previous session, except for any dealing with omissions or grammatical errors.

When the Amendment/Detail stage has been concluded, the Bill is reported to the Synod, and a day – usually the third day – is fixed for the remaining stages.

On the third day the Final Consideration stage is taken. Any amendments which have been lodged with the Honorary Secretaries before the close of business on the second day will appear on the supplemental agenda paper for the third day. After these amendments have been disposed of – or immediately if there are not any amendments – the Synod proceeds to the Final Consideration stage. At this stage, debate is confined to the provisions of the Bill, and at its conclusion the motion "That the Bill be passed" is put to the Synod.

A simple majority of the House of Representatives is required to pass any and every motion during the passage of a Bill through the Synod, except when

(a) a vote by orders has been requisitioned by ten members of either order (which may be done on any motion), in which case a simple majority of each order, voting separately, is required.

(b) a two-thirds majority of each order, voting separately, is required to pass the Amendment/Detail Stage and the Final Consideration Stage of a Bill which proposes a modification or alteration in the articles, doctrines, rites, rubrics or formularies of the Church.

For fuller information on Bill procedure reference should be made to Part II of Chapter I of the Constitution and to the Standing Orders. A leaflet on Bill procedure is available on application to the Honorary Secretaries.

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BILL NO. 1
EXPLANATORY MEMORANDUM

The purpose of this Bill is to amend Table I of Chapter I of the Constitution (which specifies the number of clerical and lay representatives to be returned to General Synod from each diocese) following the uniting of the dioceses of Tuam, Killala and Achonry and Limerick and Killaloe. This bill will remove the ‘Tuam, Killala & Achonry’ and ‘Limerick & Killaloe’ rows of the table and replace them with a new row entitled ‘Tuam, Limerick & Killaloe’ with the representation numbers merged.

PROPOSER: REV CANON MALCOLM KINGSTON

SECONDER: MS HAZEL CORRIGAN

(At the request of the Standing Committee)

BILL

To amend Chapter I of the Constitution of the Church of Ireland: Synod Representation Table

WHEREAS the Diocese of Tuam, Killala and Achonry has been united with the Diocese of Limerick, Arderfert, Aghadoe, Killaloe, Kilfenora, Clonfert, Kilmacudah and Emly;

AND WHEREAS it is necessary to amend Table I of Chapter I of the Constitution to reflect this amalgamation;

BE IT ENACTED by the Archbishops and Bishops and by the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same, as follows: -

1. In this Statute, 'Chapter I' means Chapter I of the Constitution of the Church of Ireland.

2. The table contained in Chapter I, Part I, Section 4 (2) (a) shall be deleted and replaced by the following:

	2024-2026		2027-2032	
	Clerical	Lay	Clerical	Lay
Armagh	17	34	16	32
Clogher	14	28	13	26
Derry & Raphoe	19	38	18	36

Down & Dromore	28	56	26	52
Connor	29	58	26	52
Kilmore, Elphin & Ardagh	12	24	11	22
Dublin & Glendalough	21	42	19	38
Meath & Kildare	10	20	9	18
Cashel Ferns & Ossory	17	34	13	26
Cork Cloyne & Ross	13	26	11	22
Tuam, Limerick & Killaloe	19	38	16	32
TOTAL REPRESENTATION	597		534	

BILL NO. 2
EXPLANATORY MEMORANDUM

The purpose of this Bill is to have consistency in the Constitution, following the passing of a Bill in 2022 that Parochial Nominators should be part of the parish for which they are elected as Parochial Nominators and the passing of a Bill in 2024 that Diocesan Synod Members should be part of the parish for which they are elected as Diocesan Synod Members.

Chapter III could only be amended after the passing of these two Bills.

PROPOSER: REV CANON GILLIAN WHARTON
SECONDER: MR KEN GIBSON

(At the request of the Standing Committee)

BILL

To amend Chapter III of the Constitution: Consistency in cross-referencing within the Constitution

WHEREAS it is desirable, that there is consistency and accurate cross-referencing in the Constitution of the Church of Ireland;

AND WHEREAS for this purpose it is necessary to amend Chapter III of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and by the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same, as follows: -

1. In this Statute, 'Chapter III' means Chapter III of the Constitution of the Church of Ireland.

2. In Chapter III, Part 1, section 14 shall be amended to read

14. In the year 2005 and triennially thereafter, there shall be elected from among the registered vestry members:

(a) Diocesan synod members and supplementalists in accordance with the provisions of Part I of Chapter II.

(b) Parochial Nominators and supplementalists in accordance with provisions Part II of Chapter IV.

BILL NO. 3
EXPLANATORY MEMORANDUM

Statute III of General Synod 2024 raised the retirement age of archdeacons to 75, in line with the retirement age for clergy. This statute amended Chapter II, Part III, section 40 of the Constitution. However, In Chapter VII, Part I, section 5 of the Constitution, the retirement age of archdeacons is referred to as seventy years. This bill seeks to amend this section, so the retirement age of archdeacons is consistent throughout the constitution.

PROPOSER: THE BISHOP OF DOWN AND DROMORE
SECONDER: MS JUDITH CAIRNS

(At the request of the Commission on Ministry)

BILL

To amend Chapter VII of the Constitution of the Church of Ireland: Retirement age of archdeacons (Consistency)

WHEREAS Statute III of 2024 amended Chapter II of the Constitution to raise the retirement age of archdeacons to seventy-five years;

AND WHEREAS there is a desire for consistency within the Constitution;

AND WHEREAS for this purpose it is necessary to amend Chapter VII of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and by the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same, as follows: -

1. In this Statute, 'Chapter VII' means Chapter VII of the Constitution of the Church of Ireland.

2. In Chapter VII, Part I section 5 shall be amended to read:

   40. The appointment of an archdeacon shall be made by the bishop of the diocese from among the beneficed or licensed clergy thereof; and it may be retained until such person has ceased to be beneficed or licensed in the diocese, or shall have been granted a retiring annuity under Chapter XIV, or shall have attained the age of seventy-five years, whichever be the earlier.

BILL NO. 4
EXPLANATORY MEMORANDUM

Purpose

The purpose of this bill is to provide for the better governance, and regulation of Christ Church Cathedral (the Cathedral of the Holy Trinity) Dublin. The Bill aims to achieve this by bringing governance and other functions of Christ Church Cathedral into a company limited by guarantee. The Bill also proposes a number of changes to the Cathedral Board to meet good governance practice while retaining our reformed faith, ethos and membership.

How is this to be achieved?

The Bill provides for the repeal of provisions of the 1902 and related legislation which have hitherto comprised the legislative framework underpinning the Cathedral. In their place, provisions setting out the Constitution for Christ Church Cathedral are transparently set out in a single schedule to the Bill.

Structure

Structure of the Bill

The Bill comprises three elements as follows:

- Part 1 covers recitals, repeals, new provisions and commencements
- Part 2 covers transitional arrangements
- Schedule to the Bill constituting the Constitution of the Cathedral

Functions of the Cathedral Board, Chapter and General Vestry

No changes are proposed in the functions of the Board, the Chapter or the General Vestry.

Context and background

The Cathedral is currently an unincorporated association with charitable status.

Recent years have seen other Cathedrals move beyond this structure to become companies limited by guarantee ("CLG"). Such a structure provides better legal protections for charity trustees, as well as offering a better framework for the raising of monies and the entering into of contracts.

Similarly, the primary purpose of this bill is to bring key governance and other functions of

Christ Church Cathedral into a company limited by guarantee.

This arises against the backdrop of a range of developments and fundraising initiatives planned for the Cathedral, in the context of celebrating 1,000 years since its establishment.

In addition to availing of CLG status, the Bill also proposes a number of changes to the Cathedral Board. The most significant of these relates to board composition and membership.

The Board currently comprises 18 members, 9 from the Chapter and 9 from the General Vestry. It is now proposed that the board membership be reduced to 12, with 4 members being drawn from the Chapter, 4 from the General Vestry and 4 to be appointed on the basis of competency/specialist expertise (who must be members of the Church of Ireland or in communion with the Church of Ireland).

It is intended that this reform will strengthen and improve the board, extend membership to key professional disciplines, and at the same time respect our reformed faith ethos.

As regards the Cathedral's assets it is intended that assets held by the Representative Body (such as the Cathedral building itself and grounds) will remain with the Representative Body, while most other assets and activities such as staffing, trading income etc., will transfer to CLG.

Particular matters related to incorporation

Under existing legislation, (section 19(C) of Chapter 1 of the Statute of the General Synod, 1902 as amended) provision was made for a cathedral board for Christ Church Cathedral, Dublin known as the "Board" to manage various functions in relation to the Cathedral. These functions include having responsibility for the preservation, restoration and repair of the fabric of the Cathedral.

These provisions are now being repealed by the Bill and replaced by Article 116 of the Constitution which permits a new CLG to carry out specified functions and activities, (and to assume assets), which have been carried out heretofore by the Cathedral Board. It is intended that the CLG will also be a registered charity.

The Cathedral is planning to undertake a major capital project, the repair and restoration of the

Cathedral railings (estimated at €1.5m), and is planning a number of other works, including the repair and/or rebuilding of a Cathedral organ (estimated at €4m).

In order to facilitate the raising of funds and the contractual arrangements for these projects and to provide the protection of limited liability to the members of the Board, the CLG (a separate registered charity the directors and members of which are provided in its Articles of Association to be the members of the Board) has been incorporated.

Continuance of the unincorporated Cathedral

The Cathedral (a body which comprises the Chapter and the General Vestry, and which is the Diocesan and Metropolitical Cathedral) will remain as an unincorporated association and will separately continue as a registered charity. The Chapter will continue to exercise jurisdiction in relation to matters of worship and faith within the Cathedral.

The reason for 2 Boards

There will be 2 entities, both registered charities: the Cathedral; and, the CLG. Each must have its own Board, meeting separately, as the Cathedral has been advised by its solicitors that each charity must have its own charity trustees.

This Bill will require that the directors and members of the CLG must be the members of the Board of the Cathedral, and all provisions regarding the operation of the Cathedral Board will apply to the CLG Board: the Articles of Association of the CLG have also been designed to reflect these obligations.

Detailed provision is made in the Schedule to the Bill for how the 2 Boards work together. In practice, the Cathedral Board will be responsible for: the appointment of Board members (the 4 co-opted members and members in a vacancy); the governance of the Cathedral's assets (for example, the Cathedral building, the Deanery and the treasures of the Cathedral); and, receipt of the collections. The CLG Board will, by transfer, co-operation and licence agreements, be responsible for the day-to-day operations of the Cathedral. It is intended that the balance sheet of the unincorporated association will be nil (save for collections, which will be transferred by gift).

Consultation

The Board agreed the principle of incorporation in mid-2020. Following a review, the Board in 2021 accepted a recommendation of incorporation of the CLG (together with a number of other governance proposals which were able to be implemented without statutory amendment).

An extensive externally facilitated consultation process was conducted from May to November 2022. The Board, Chapter, General Vestry, staff, choir and various persons in the Cathedral and wider Diocesan community were invited to participate in a written questionnaire and in group sessions and individual interviews. This process resulted in a number of proposals for reform of the Cathedral Board, most of which are reflected in the present Bill. Subsequent to this, the Board and Chapter have engaged in further externally facilitated consultation exercises and sought professional legal and tax advices.

The Board

The Board is currently formed only of Chapter and General Vestry members. Given the complexity of the Cathedral's activities (including a staff of 50 and diverse revenues of €3.36m in 2023) it is a challenge to find within the Cathedral the requisite skills and experience. Additionally, Board membership places a considerable burden on Chapter members (who are clergy of the United Dioceses). It is also desirable to ensure that the Board is efficient and its meetings manageable.

The current Board comprises- the Dean, the Chancellor and the Treasurer (all appointed by the Archbishop); the Precentor (appointed by the Chapter); 5 members of the Chapter elected by the Chapter; and, 9 members of the General Vestry elected at the Triennial Easter Vestry.

It is proposed that the new Board will be reduced from 18 members to 12 members, and will consist of:

(1) the Dean;

(2) the Precentor and 2 members of the Chapter elected by the Chapter (or 3 such members if the Chapter assigns responsibility for Choral Services to the Dean);

(3) 4 members of the General Vestry elected at the Triennial Easter Vestry;

(4) 4 other members appointed by the Board.

It is further proposed to permit the Board to fill casual vacancies in its membership, with

Chapter members voting for clerical vacancies and General Vestry representatives on the Board voting for vacancies in their number (and the Board voting collectively for other members).

As the current Board only provides for vacancies of Board membership in the event of death, resignation, failure to attend 2 Board meetings and taking up clerical office in another diocese, it is also necessary in the context of incorporation to ensure consistent disqualification provisions with provisions (as may be amended from time to time) of the Companies Act 2014, the Charities Act 2009 and the Constitution and laws of the Church of Ireland.

It is proposed expressly to provide that a Deputy Dean (currently a temporary appointment in the event of the Dean's absence) be appointed from the Chapter members of the Board, and that the Deputy Dean chair the Board in the Dean's absence and acts as Vice-Chairperson of the Board. It is further proposed that the Board appoint a Treasurer from amongst its members (as other Select Vestries of the Church of Ireland), and an Honorary Secretary who need not be from amongst its members.

Additionally, provision is made for delegation of Board responsibility to Committees, consistent with the role of Committees in governance of charities and in a company limited by guarantee.

Chapter

Provision is made for the appointment of a Chapter Clerk to act as secretary of the Chapter, a role now discharged in practice by the Dean's Vicar. The provision permits the Dean's Vicar, the Honorary Secretary or another person to be appointed Chapter Clerk.

No other changes are proposed to be made to the Chapter.

Vestry membership

A lack of clarity has been identified in the requirements for the Cathedral's registration of Vestry membership. It is proposed to reduce the age of Vestry membership from 21 to 18 years, to be consistent with parishes. Additionally, it is proposed to permit persons who would qualify for Vestry membership of a parish under Chapter III of the Constitution to qualify for Vestry membership of the Cathedral (in addition to the current 3 existing categories of qualification of accustomed members and payment of subscriptions or lump sums).

Diocesan Synod membership

A lack of clarity has been identified in the requirements for the Cathedral's election of Diocesan Synod members. In respect of lay members, it is proposed to make the election consistent with those of parishes. Additionally, if the Chapter Clerk is a licensed clergyperson but not otherwise a member of the Diocesan Synods, the Chapter Clerk will become a member of the Synod of Dublin (as is provided for the Dean's Vicar).

PROPOSER: REV CANON DR MAURICE ELIOTT

SECONDER: VEN ROSS STYLES

BILL

To repeal Chapter I of 1902 and related legislation and to make provision for a Constitution of Christ Church Cathedral to provide for the regulation of the Cathedral of the Holy Trinity, commonly called Christ Church, Dublin and to make consequential amendments to the Constitution of the Church of Ireland

WHEREAS it is convenient to provide for a Constitution for the Cathedral of the Holy Trinity, commonly called Christ Church, Dublin to provide for the regulation of same;

AND WHEREAS for this purpose it is necessary to repeal Chapter I of 1902 and other related provisions;

AND WHEREAS for this purpose it is necessary to amend provisions of the Constitution of the Church of Ireland;

AND WHEREAS it is desirable that all members of the Cathedral Chapter, Board and others appointed to or holding office under the provisions prior to the enactment of the provisions of this Act continue to hold the same said offices in like manner upon the provisions of this Statute coming into effect;

AND WHEREAS it is desirable that the said Cathedral retain all the ancient prerogatives, rights and privileges as heretofore save as herein provided;

AND WHEREAS it is desirable that no change is made to the exclusive responsibility of the Dean and Chapter, subject to the consent of the Ordinary, for Divine Service AND WHEREAS it is desirable that no change be made to the responsibility of the Precentor subject to the Dean and Chapter for the direction of all arrangements connected with Choral Services AND WHEREAS it is desirable that no change be made to the composition and functioning of the Chapter AND WHEREAS it is desirable that no change be made to the respective powers of the Ordinary, Dean, Chapter and Cathedral Board AND WHEREAS it is desirable that no change be made to the appointment or roles of Dean’s Vicar or Honorary Clerical Vicars or the

appointment of Preachers AND WHEREAS it is desirable that no change be made to the membership of or election to the Synods of Dublin and Glendalough, it is necessary to limit the amendments made to the matters hitherto recited and provided for herein;

BE IT ENACTED by the Archbishops and Bishops and by the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same, as follows: -

1. In this Statute:

   (1) The "Cathedral" refers to the Cathedral of the Holy Trinity commonly called Christ Church, Dublin;

   (2) The "Constitution of Christ Church Cathedral, Dublin" refers to the Constitution of the Cathedral as set out in the Schedule to this Statute;

   (3) References to "Cathedral Board", "the Company" and "Company Board" shall have the same meaning as that provided for in article 1 of the Constitution of Christ Church Cathedral, Dublin;

   (4) References to "the coming into effect of the Constitution of Christ Church Cathedral, Dublin" shall be to 1 January 2026 or, where the said Constitution is brought into effect on another date or on several dates, to a date specified by the Standing Committee of the General Synod for this purpose;

   (5) "Article" refers to an Article of the Constitution of Christ Church Cathedral, Dublin.

2. The Constitution of Christ Church Cathedral shall provide for the regulation of Christ Church Cathedral, Dublin.

3. The Constitution of Christ Church Cathedral, Dublin shall have the like effect as if same were a Statute of the General Synod of the Church of Ireland.

4. The Constitution of Christ Church Cathedral, Dublin may only be amended whether by insertion, deletion or repeal by a Statute of the General Synod of the Church of Ireland.

5. Upon the coming into effect of the Constitution of Christ Church Cathedral, Dublin, the following statutes of the General Synod of the Church of Ireland, or the following sections thereof, stand repealed without prejudice to the validity of any action taken under them or any right or liability heretofore acquired or incurred under or pursuance of the provisions hereby repealed:

(1) Chapter VII of 1886;

(2) Chapter I of 1902;

(3) Chapter V of 1920;

(4) Chapter VI of 1920 (special session);

(5) Chapter IX of 1971, Schedule, Section 9;

(6) Chapter II of 1997;

(7) Chapter IV of 2006;

(8) Chapter VI of 2016;

(9) Chapter V of 2017.

6. For the avoidance of doubt, Section 5 shall not affect the repeal of any Statute or provision repealed by any statute referred to in Section 5 or otherwise repealed, including for the avoidance of doubt the repeal of the following repealed Statutes:

(1) Chapter IV of 1872;

(2) Chapter I of 1874;

(3) Chapter II of 1879;

(4) Chapter II of 1883.

7. For the avoidance of doubt:

(1) From the coming into effect of the Constitution of Christ Church Cathedral, Dublin, the Schedule to Chapter I of 1902 inserted by Section 2 of, and the Schedule to, Chapter V of 2017 is repealed;

(2) The Schedules to the Constitution of Christ Church Cathedral, Dublin, do not form part of Chapter VII of the Constitution of the Church of Ireland.

8. Upon the coming into effect of the Constitution of Christ Church Cathedral, Dublin, part (2) of the first Schedule of Chapter VII of the Constitution of the Church of Ireland shall be replaced with the following:

(2) Christ Church Cathedral, Dublin

2025 Cap []

This statute repealed the previous provisions for the regulation of Christ Church Cathedral, Dublin and replaces it with a *"Constitution of Christ Church Cathedral, Dublin"* for the regulation of same. Under the Constitution of Christ Church Cathedral, Dublin, the Archbishop of Dublin is the Ordinary and has the right of appointing the Dean, and also has the right of appointing to the Dignities and Canonries with the exception of (a) the Canon chosen in accordance with the Schedule to Chapter IX of 1971, and (b) the Precentor, Dean's Vicar, Chapter Clerk and the Honorary Clerical Vicars appointed by the Dean and Chapter. The Constitution of Christ Church Cathedral, Dublin retains the prior provisions for the Chapter of Christ Church Cathedral including provisions for Ecumenical Canons and Honorary Lay Canons. The Constitution also provides for the composition and powers of the Board of Christ Church Cathedral and for the Board of *"Christ Church Cathedral, Dublin Company Limited by Guarantee"*. It also outlines the relationship between the Chapter, the Board and the Company, and the relationship and division of responsibilities between the three. The Constitution of Christ Church Cathedral, Dublin may only be amended by a statute of the General Synod.

9. This Statute shall come into effect on its enactment by the General Synod.

10. The Constitution of Christ Church Cathedral shall come into effect on 1 January 2026 or on such other day or days and to such extent as the Standing Committee of the General Synod shall direct, save that from the enactment of this Statute Articles 116

(upon having effect pursuant to Article 117), 119 and 121 shall have like force and effect as if a provision of this Statute.

11. This Statute may be cited as the Constitution of Christ Church Cathedral, Dublin Act 2025.

Transitional Provisions

12. The coming into effect of the Constitution of Christ Church Cathedral, Dublin shall not affect the lawfulness of any decision or appointment made under the law as it existed prior to the coming into effect of same.

13. For the avoidance of doubt individuals appointed to, or elected to, or otherwise holding the following offices or positions immediately prior to the coming into effect of the Constitution of Christ Church Cathedral, Dublin shall remain holding the said positions upon the coming into effect of the Constitution of Christ Church Cathedral, Dublin and shall continue to hold the said positions for the remaining length of time that they would have held such positions under the law as it existed on 31 December 2025 unless they resign, become disqualified or are removed as provided for under the Constitution of Christ Church Cathedral, Dublin or otherwise under the laws of the Church of Ireland:

(1) The Dean;

(2) The Dean's Vicar;

(3) The members of the Cathedral Chapter (including Ecumenical Canons, Precentor, Chancellor, Treasurer, Archdeacon of Dublin, Archdeacon of Glendalough, Prebendary of St Michael, Prebendary of St Michan, Prebendary of St John) and Honorary Lay Canons;

(4) Honorary Clerical Vicars;

(5) The members of the Diocesan Synod of Dublin and the Diocesan Synod of Glendalough elected at the 2023 Easter Vestry to represent Christ Church Cathedral and the Christ Church Cathedral Group of Parishes and the supplementalists similarly elected thereto.

(6) The members of the Cathedral Board.

14. Prior to the Easter General Vestry in the year 2026, all appointments to, removals from, vacancies in and otherwise pertaining to the composition of the Cathedral Board shall be determined in accordance with the provisions of law in force immediately prior to the coming into effect of the Constitution of Christ Church Cathedral, Dublin.

15. Save for the offices provided for in Section 13(1) to (5) inclusive, all office-holders and other roles specified under the Constitution of Christ Church Cathedral, Dublin shall be first appointed by the Dean, Chapter, Cathedral Board and Company Board, as the case may be, by the conclusion of the second Cathedral Board meeting following the coming into effect of the Constitution of Christ Church Cathedral, Dublin.

16. If the Deputy Dean, Chapter Clerk and Honorary Secretary are not appointed prior to the Easter General Vestry in the year 2026, all provisions of the Constitution of Christ Church Cathedral, Dublin relating to the Offices of Deputy Dean, Chapter Clerk and Honorary Secretary shall apply and refer to the respective office-holders appointed prior to the coming into effect of the Constitution of Christ Church Cathedral, Dublin.

17. Notwithstanding Articles 97 and 98, the first Cathedral Board and first Company Board meeting following the coming into effect of the Constitution of Christ Church Cathedral, Dublin (which meetings shall be held no later than one calendar month after the coming into effect of the Constitution of Christ Church Cathedral, Dublin), any Committees (whether Standing or ordinary) shall stand dissolved, and the respective Boards shall at those meetings establish the Standing Committees and appoint the Chairpersons and members thereof.

18. At the first Cathedral Board and first Company Board meeting following the coming into effect of the Constitution of Christ Church Cathedral, Dublin (save if also the first Cathedral Board and first Company Board meeting following the Easter General Vestry in the year 2026), the Nomination Committee provided for in article 91(4) of the Constitution of Christ Church Cathedral, Dublin shall not be required to advise on the offices and roles set out in article 91(4)(c) and article 91(4)(e) of the same Constitution.

19. Notwithstanding Articles 97 and 98, at the first Cathedral Board and first Company Board meeting following the Easter General Vestry in the year 2026, any Committees

(whether Standing or ordinary) shall stand dissolved, and the respective Boards shall at those meetings establish the Standing Committees and appoint the Chairpersons and members thereof.

20. All persons appointed by the Cathedral Board or the Company Board prior to the Easter General Vestry in the year 2026 (other than persons on contracts of service or for services, and for the avoidance of doubt not including members of the Board or of the Company Board) shall cease to hold office in the Cathedral and in the Company at the beginning, respectively, of the first Cathedral Board and first Company Board meeting following the Easter General Vestry in the year 2026.

21. The first meetings of the Cathedral Board and the Company Board following the Easter General Vestry in the year 2026 shall take place within 6 weeks thereof.

22. The second meeting of the Cathedral Board following the Easter General Vestry in the year 2026 shall take place on or by 30 June 2026.

SCHEDULE

CONSTITUTION OF CHRIST CHURCH CATHEDRAL, DUBLIN

Interpretation

1. (1) In this Constitution:

"Archbishop" means the Archbishop of Dublin and Bishop of Glendalough;

"Articles of Association" means the Articles of Association of the Company;

"Cathedral" means the Cathedral of the Holy Trinity commonly called Christ Church, Dublin;

"Cathedral Board" means the Board of the unincorporated association of Christ Church Cathedral, Dublin;

"Cathedral Board Officers" means the holder of a Cathedral Board Office;

"Cathedral Board Offices" means the Dean, Deputy Dean and such other offices as are established and appointed or deemed pursuant to articles 68 and 69;

"Clergy Member" means a member of the Church of Ireland in Holy Orders (for the avoidance of doubt including retired, non-stipendiary and self-supporting clergy and ordained local ministers);

"Clerical Member" means –

(a) a Clergy Member, and,

(b) a person in ministry (other than lay ministry) or in Holy Orders who is a member of a Church in full communion with the Church of Ireland as may from time to time be specified by the House of Bishops;

"Company" means "Christ Church Cathedral, Dublin Company Limited by Guarantee" (Registered Company Number 764600);

"Company Board" means the Board of directors of the Company from time to time;

"Constitution" means this Constitution (the Constitution of Christ Church Cathedral, Dublin) save where the context provides otherwise;

"Dean" means the Dean of Dublin and Dean of Glendalough;

"Memorandum of Association" means the Memorandum of Association of the Company;

"Statute", save where the context otherwise appears, means the Statute of the General Synod, Chapter [#] of 2025 to which this Constitution is a Schedule.

(2) References in the Statute of the General Synod of the Church of Ireland, Session 1935, Chapter V to the "Board" shall, with respect to the Cathedral of the Holy Trinity,

commonly called Christ Church, Dublin, be read as *"*the Company Board*"* within the meaning of this Constitution.

(3) Any word used in this Constitution has the meaning ascribed to it in the Constitution of the Church of Ireland and in the Statute.

The Ordinary

2. The Cathedral shall be the Cathedral of the Dioceses of Dublin and Glendalough, retaining all the ancient prerogatives, rights and privileges, as heretofore and the constitution of the Cathedral as hitherto provided for in the law of the Church of Ireland shall in all respects remain unaltered, save as provided in the Statute and this Constitution.

3. The Archbishop shall be the Ordinary of the said Cathedral, and shall have the right of appointing to the several Dignities and Canonries, with the exceptions mentioned in articles 16 and 28-37 hereinafter and in section 6 of the schedule to the Statute of the General Synod, Chapter IX of 1971.

The Dean and Chapter

4. (1) The Archbishop shall have the right of appointing the Dean, whenever a vacancy shall occur.

(2) The Dean shall be resident during ten months at the least of every year, and shall not hold any other office, the duties of which would in the opinion of the Ordinary, interfere with the discharge of his or her duties as Dean.

5. (1) The Chapter shall consist, with the Dean, of the Precentor, Chancellor, Treasurer, Archdeacon of Dublin, Archdeacon of Glendalough and twelve Canons, eight of whom shall be appointed from the beneficed or licenced clergy of the Diocese of Dublin and four from the beneficed or licenced clergy of the Diocese of Glendalough.

(2) Of such twelve Canons the first three in seniority of appointment shall bear respectively the name and style of Prebendary of St Michael, Prebendary of St Michan and Prebendary of St John.

(3) Precedence within the Chapter shall be in the following order of rank: the Dean; the Deputy Dean; the Precentor; the Chancellor; the Treasurer; the Archdeacon of Dublin; the Archdeacon of Glendalough; the Prebendary of St Michael; the Prebendary of St Michan; the Prebendary of St John; the nine other Canons in descending seniority of appointment.

Honorary Lay Canons

6. The Archbishop shall have the right to appoint at his or her sole discretion two honorary Lay Canons to the Cathedral, such appointments to be in recognition of particular and distinguished service to the Cathedral or to the United Dioceses of Dublin and Glendalough or the community in those dioceses or to the Church of Ireland.

7. A Lay Canon shall hold office for a term of five years from the date of appointment and shall be entitled to a designated seat in the Cathedral while holding such office. A Lay Canon shall be entitled to attend Chapter meetings at a non-voting member.

8. A Lay Canon who has served five years may be reappointed.

9. A Lay Canon may be removed by the Archbishop for cause shown.

Ecumenical Canons

10. The Archbishop may appoint two Ecumenical Canons to the Chapter. An Ecumenical Canon shall mean a minister or accredited preacher of one or other such Christian denominations not in full communion with the Church as may from time to time be specified by the House of Bishops. The Ecumenical Canons shall each have a designated stall in the Cathedral and shall be non-voting members of the Chapter.

11. Such Ecumenical Canons may be removed by the Archbishop for cause shown. Each Ecumenical Canon, if not so removed, shall hold office for a term of five years from the date of appointment or until such Ecumenical Canon shall resign from such office. An Ecumenical Canon who has served five years may be reappointed.

12. The appointment of an Ecumenical Canon shall not be effective unless and until that person shall make and subscribe before the Archbishop the declaration contained in the first schedule hereto annexed.

13. An Ecumenical Canon may be invited by the Archbishop to perform all or any of the following duties insofar as the same are consistent with the provisions of Canon 10 –

    (1) To say or sing Morning or Evening prayer or the litany;

    (2) To read the Holy Scriptures;

    (3) To deliver an address;

    (4) To assist at a Baptism, Marriage or Funeral Service or at the celebration of Holy Communion;

    If the Ecumenical Canon is authorised to perform a similar duty in his or her own Church.

14. The Court of the General Synod shall have authority to determine all questions and disputes that may arise respecting the appointment or removal of an Ecumenical Canon.

Divine Service

15. Save to the extent otherwise provided for herein, the Dean and Chapter, with the consent of the Ordinary, shall be responsible for and may make regulations for the conduct of Divine Service in the Cathedral.

16. The Precentor (who must be skilled in music) shall be appointed by the Dean and Chapter and shall (subject to them) have the direction of all arrangements connected with the Choral Services.

17. The appointment of special and occasional preachers, and the arrangements for any services in addition to the ordinary Sunday and weekday services, shall be made by the Dean.

Deputy Dean

18. The Dean shall have power, at his or her discretion, to nominate a member of the Chapter who is a member of the Cathedral Board to act as Deputy Dean.

19. If the Dean is absent or incapacitated (as determined by the Archbishop), and if -

    (1) No Deputy Dean has been nominated, or

(2) The Deputy Dean declines to act as Deputy Dean or otherwise is determined by the Archbishop to be unable to act as Deputy Dean (in which cases the Deputy Dean shall immediately cease to hold office as Deputy Dean),

the Archbishop shall appoint a member of the Chapter to act as Deputy Dean, who shall hold office for so long as the Archbishop considers the absence or incapacity to continue.

20. The Deputy Dean shall hold office at the pleasure of:

(1) the Dean, if appointed under article 18;

(2) the Archbishop for so long as the Dean is absent or incapacitated (as determined by the Archbishop).

21. The Deputy Dean shall cease to hold office as Deputy Dean if he or she ceases to be a member of the Chapter or ceases to be a member of the Cathedral Board.

22. In the absence or incapacity of the Dean, the Deputy Dean shall have all the powers of the Dean and shall discharge all the duties of the Dean.

23. Otherwise than in the absence of the Dean, the Dean may with the consent of the Archbishop (without prejudice to the operation of article 67(2)) delegate any powers or duties of the Dean (including as Incumbent) to the Deputy Dean for such duration as the Dean may determine.

24. Unless otherwise directed by the Archbishop, the Deputy Dean shall cease to hold office upon a vacancy in the office of the Dean.

25. The Deputy Dean shall continue to hold office upon the Dean remaining in office but ceasing to be a member of the Cathedral Board by operation of article 101(2)-(9).

Functioning of the Dean and Chapter

26. (1) A meeting of the Dean and Chapter may be summoned at any time by the Dean or in his or her absence by his or her Deputy and shall be summoned at any time on the written requisition of any six members of the Chapter, addressed to the Dean or to his or her Deputy, as the case may be.

(2) At the meetings of the Chapter, the Dean or in his or her absence, the Deputy Dean or thereafter the member of the Chapter next in the rank set out in article 5(3) who shall be present, shall preside and shall have both an ordinary and a casting vote.

(3) The Dean shall also have power, subject to confirmation by the Dean and Chapter, to represent and to act for the Dean and Chapter in cases of emergency, or in cases not otherwise provided for, when a meeting of the Dean and Chapter cannot conveniently be held.

Dignities

27. (1) No Clergy Member holding a Deanery, Dignity, Prebend, Canonry, Cure of Souls, Incumbency or Curacy not being in the Diocese of Dublin or of Glendalough, or being resident out of the said Dioceses shall be eligible to be Dean, Precentor, Chancellor or Treasurer of Christ Church Cathedral, unless he or she should resign such Dignity or Office and shall become resident in the Diocese of Dublin or of Glendalough.

(2) The acceptance of any Deanery, Dignity, Prebend, Canonry, Cure of Souls,

Incumbency or Curacy not being in the Diocese of Dublin or of Glendalough or permanent resident out of the said Dioceses, by the Dean, Precentor, Chancellor or Treasurer of the Cathedral or any of the Prebendaries of the said Cathedral or by any of the Canons thereof, appointed or to be appointed from the said dioceses shall operate as a resignation of the Dignity or other office held by such person in the Cathedral.

Dean's Vicar

28. (1) A Dean's Vicar shall be appointed by the Dean and Chapter to conduct the choral services of the Cathedral.

(2) The Dean's Vicar shall be a clergy member in priest's orders licenced in the United Dioceses of Dublin and Glendalough (not being a member of the Chapter), skilled in chanting.

(3) The Dean's Vicar shall hold office at the pleasure of the Dean and Chapter and may be removed by the Dean and Chapter.

(4) The Dean's Vicar may receive a stipend.

29. (1) The Dean's Vicar shall not be a member of the Chapter but shall have the right to be present and to speak, but not to vote, at all meetings of the Chapter.

(2) The Dean's Vicar may be invited by the Cathedral or Company Board to be present and to speak, but not to vote, at the meetings of either Board.

30. The appointment of the Dean's Vicar shall not be effective until that person shall make and subscribe before the Dean the declaration contained in the third schedule hereto attached.

Chapter Clerk

31. Upon such terms as are approved by the Company Board, the Dean and Chapter may appoint a Chapter Clerk to act as secretary to the Chapter, to maintain the records of the Chapter and for such other purposes as the Chapter shall specify.

32. The Chapter Clerk shall hold office at the pleasure of the Dean and Chapter and may be removed by the Dean and Chapter.

33. The Chapter Clerk shall not be a member of the Chapter but shall have the right to be present and to speak, but not to vote, at all meetings of the Chapter.

34. Subject to article 33, the office of Chapter Clerk may be held together with any other office or employment within the Cathedral, including that of Dean's Vicar.

35. The appointment of a Chapter Clerk shall not be effective unless and until that person shall make and subscribe before the Dean the declaration contained in the Second Schedule hereto attached.

Honorary Clerical Vicars

36. The Dean and Chapter may, from time to time, if they think fit, appoint Honorary Clerical Vicars.

37. Honorary Clerical Vicars shall hold office at the pleasure of the Dean and Chapter.

Vestry Members

38. (1) There shall be Vestry Members registered for the Cathedral.

(2) The following shall be entitled to be registered as a Vestry Member:

(a) Every member of the Church of Ireland, aged eighteen years, who shall have been for six months previous to registration an accustomed member of the congregation of the Cathedral, and shall be an annual contributor of at least one euro towards the funds of the Cathedral;

(b) Every member of the Church of Ireland, aged eighteen years, who shall contribute a sum of not less than five euro per annum towards the said funds, such contributions having been paid six months previous to registration;

(c) Every member of the Church of Ireland, aged eighteen years, who shall have contributed a sum of not less than fifty euro in one sum towards the said funds; and,

(d) Every member of the Church of Ireland, who would if the Cathedral were a parish be qualified as a Vestry Member under Part I of Chapter III of the Constitution of the Church of Ireland.

Synods Members

39. (1) The Dean of the Cathedral shall be ex-officio a member of the Synod of Dublin, and of the Synod of Glendalough.

(2) The remaining members of the Chapter (and the Chapter Clerk appointed under article 31 if the same is a licensed Clergy Member) shall each be *ex officio* a member of the Synod of the Diocese with which he or she is connected by benefice, licence, or permanent residence therein.

(3) The Dean's Vicar appointed under article 28(1) and the Chapter Clerk appointed under article 31 (if a licensed Clergy Member and if not otherwise a member of the Synods of Dublin or Glendalough) shall each be an *ex officio* member of the Synod of the Diocese of Dublin.

(4) The Registered Vestry Members shall be entitled to return Synods Members to the Diocesan Synod of Dublin, or of Glendalough, as the case may be, who shall be elected in the same manner, and shall possess the same rights and privileges, as the Synods Members returned under Chapter II of the Constitution of the Church of Ireland.

Cathedral Board

40. From the Easter General Vestry in the year 2026, the members of the Cathedral Board shall be appointed in manner hereinafter provided and consist of:

(1) the Dean,

(2) the Precentor (save, upon regulations of the Chapter, if the Precentor's responsibility under article 16 to direct arrangements for the Choral Services is assigned to the Dean for the time being by the Precentor for the time being), and

(3) two voting members of the Chapter (that is, excluding Honorary Lay Canons and Ecumenical Canons) elected by the Dean and Chapter immediately before or after the Easter General Vestry (or three such members if the Precentor's responsibility under article 16 to direct arrangements for the Choral Services is assigned to the Dean for the time being by the Precentor for the time being);

(4) four laypersons (for the avoidance of doubt, not being Clergy Members), chosen by the Registered Vestry Members from amongst themselves at the Easter General Vestry;

(5) four persons appointed at the first meeting of the Cathedral Board after the Easter General Vestry by the members of the Cathedral Board identified in paragraphs (1), (2), (3) and (4) of this article, who are members of the Church of Ireland or who are members of a Church in full communion with the Church of Ireland as may from time to time be specified by the House of Bishops, providing that no more than six Clerical Members shall be members of the Cathedral Board.

41. Save for any person appointed pursuant to article 40(5), any member of the Cathedral Board ceasing to be a Dignity or Canon of the Cathedral, or a Registered Vestry Member, as the case may be, shall thereupon cease to be a member of the Cathedral Board.

42. Save in the case of Clergy Members where permitted by the laws of Ireland, no employee of the Cathedral or of the Company shall be eligible for election or appointment to the Cathedral Board, and upon becoming an employee of the Cathedral or of the Company shall thereupon cease to be a member of the Cathedral Board.

43. No former employee of the Cathedral or of the Company shall be eligible for election or appointment to the Cathedral Board until at least three years have elapsed since his or her last employment by either the Cathedral or the Company.

44. The members of the Cathedral Board elected pursuant to article 40(4) shall retire from office at the Easter General Vestry in every third year but shall severally be capable of re-election.

45. An appointment under article 40(5) or under articles 110-111 shall not be made until the views of the Nomination Committee (as to the proposed candidates and the balance of skills, experience and diversity on the Cathedral Board and Committees) are heard by the body so electing or appointing.

46. Upon the Honorary Secretary being notified that, in accordance with article 19, a Member of the Chapter is acting as Deputy Dean during the absence of the Dean, the Deputy Dean shall (if not already a member of the Cathedral Board) become an additional member of the Cathedral Board and shall remain a member of the Cathedral Board until the Dean notifies the Honorary Secretary that he or she is no longer absent.

47. The appointment of a Cathedral Board member under article 40(5) (being a Clerical Member and not being a Clergy Member) shall not be effective unless and until that person shall make and subscribe before the Dean a declaration in the form of the Fourth Schedule hereto annexed.

48. The appointment of Cathedral Board members (not being Clerical Members) under article 40(5) shall not be effective unless and until that person shall make and subscribe before the Dean the declaration contained in the Second Schedule hereto annexed.

49. At the Cathedral Board meeting following Easter in every year subsequent to a Triennial Easter Vestry meeting, one-third of the Chapter members appointed under article 40(3) and one-third of the Cathedral Board members appointed under article 40(5) (or, if their number is not divisible by 3, then the number nearest to and less than one-third) shall retire from office.

50. The Cathedral Board members to retire by rotation under article 49 who have been longest in office (as Chapter members or appointed Cathedral Board members) since their last appointment/election or re-appointment/election but as between persons who became or were last re-appointed/re-elected on the same day those to retire shall (unless they otherwise agree among themselves) be determined by lot.

51. A Cathedral Board member who retires may, if willing to act, be re-appointed (subject to any regulations the Cathedral Board may make in respect of the number of terms a Cathedral Board member may serve). If he or she is not re-appointed or deemed to be re-appointed pursuant to this Constitution he or she shall retain office until the Chapter or Cathedral Board, as the case may be, appoints someone in his or her place or, if it does not do so, until the end of the meeting convened to make such appointment.

52. The filling of a vacancy arising by operation of article 49 shall:

(1) be made in accordance with the provisions of articles 40-53, and not in accordance with articles 110-111.

(2) be made by:

(a) In the case of appointments under article 40(3) the Chapter at a meeting specially so convened, or

(b) in the case of appointments under article 40(5), the Cathedral Board after hearing the Nomination Committee.

53. The Cathedral Board may, prior to a Triennial Easter Vestry meeting, determine that all Board members be elected or appointed in accordance with the provisions of article 40 as if article 52 did not apply, and the provisions of article 40 shall apply thenceforward.

54. (1) The election of members of the Cathedral Board by the Dean and Chapter shall be subject to the right of appeal to the Diocesan Councils of Dublin and Glendalough jointly, by the Dean, or by any Member of the Chapter.

(2) The election of members of the Cathedral Board by the Registered Vestry Members shall be subject to the right of appeal to the Diocesan Councils of Dublin and Glendalough jointly, by the Dean, or by any Registered Vestry Member of the Cathedral.

(3) An appeal pursuant to this article may be made by lodging with the respective Secretaries of the Diocesan Councils of Dublin and Glendalough a written notice, within one fortnight after the election, specifying the grounds of objection to the election, and signed by the appellant.

(4) Upon receipt of the notice specified in paragraph 3 of this article by the respective Secretaries of the Diocesan Councils of Dublin and Glendalough, the Diocesan Councils

of Dublin and Glendalough shall take such proceedings for hearing the appeal, and for deciding the questions raised thereby, as the said Councils shall deem fit and sufficient.

The Company

55. The members of the Cathedral Board provided for in this Constitution shall be the members and directors of the Company, and no other persons shall be the members and directors of the Company (save as provided in Article 87 of the Articles of Association).

56. The members of the Cathedral Board shall, in their capacity as directors of the Company, and subject to Article 87 of its Articles of Association, be the charity trustees of the Company, for so long as it is a registered charity.

57. The members of the Cathedral Board shall be the charity trustees of the unincorporated association of the Cathedral, for so long as it is a registered charity.

58. For the avoidance of doubt, and notwithstanding any transfer of a power, function or duty of the Cathedral Board to the Company, the Cathedral Board shall retain the powers, functions and duties of a Select Vestry, of Churchwardens and of Glebewardens under the laws of the Church of Ireland.

59. The members (and directors) of the Company shall be the members of the Cathedral Board who hold office at the time of these provisions coming into force, and who shall continue to hold office in accordance with this Constitution.

60. The Company Board (in their capacity as members of the Company) shall be permitted, with the consent of the Dean and Chapter and with the written consent of the Ordinary, to apply to the relevant authorities to alter the name of the Company to omit "Company Limited by Guarantee" from the name of the Company, and to otherwise change the name of the Company.

61. Save as to renumbering, the Company shall not, without the prior consent both of the General Vestry and of the Chapter and without the written consent of the Ordinary and without the consent of the relevant authorities where applicable, amend:

(1) the following Clauses of its Memorandum of Association –
   (a) Clause 3 (entitled "Main Object"),
   (b) Clause 6 (entitled "Income and Property") or
   (c) Clause 8 (entitled "Winding Up").

(2) the following Articles of its Articles of Association –
   (a) Article 3 (providing that Cathedral Board members shall be Company Members, and no other persons),
   (b) Article 48 (providing that only Company Members shall be Directors),
   (c) Articles 56 (providing for the disqualification of Directors),
   (d) Article 61 (providing that the chairperson of the Company Board shall be designated by the laws of the Church of Ireland),
   (e) Article 66 (providing for written resolutions);
   (f) Article 67 (providing for meetings by electronic means);
   (g) Article 87 (providing for Visitation of the Cathedral).

62. The Company and the Company Board shall be bound by the same obligations of reporting, including financial reporting, within and to organs of the Cathedral and of the Church of Ireland as are the Cathedral and the Cathedral Board under the laws of the Church of Ireland.

63. So far as is consistent with the laws of Ireland, the Company and its directors and members shall be:

(1) bound by and subject to and shall act in compliance with the laws of the Church of Ireland;
(2) bound by and subject to and may be party to proceedings before the courts and tribunals to the Church of Ireland;
(3) bound by and subject to –

(a) the powers of the Archbishop under the laws of the Church of Ireland to mandate a Visitation and to appoint a Visitor to the Cathedral (including to the Cathedral Board or to or in respect of the members thereof) or to the Dean and Chapter,

(b) powers of the Archbishop hereby established to mandate a Visitation and to appoint a Visitor to the Company (including to the Company Board and the directors and members thereof) in the like manner and to the like extent as the Archbishop has the power under the laws of the Church of Ireland to appoint a Visitor to the Cathedral (including to the Cathedral Board and to or in respect of the members thereof), and, accordingly,

(c) the powers under the laws of the Church of Ireland of the Archbishop and of the Visitor and of other relevant persons under the laws of the Church of Ireland in respect of and during the pendency of and following the determination of a Visitation of the Cathedral (including to the Cathedral Board or to or in respect of the members thereof) or of the Dean and Chapter or of the Company (including to the Company Board and the directors and members thereof).

64. Save as to renumbering, the Company shall not amend Articles 88 and 89 of its Articles of Association (providing for submission of the Company and its Directors to the authority of the Church of Ireland, its courts, tribunals and laws).

65. For the avoidance of doubt, the Company is a body governed by the laws of the Church of Ireland for the purposes of Section 4 of Part I of Chapter XVII of the Constitution of the Church of Ireland and shall be bound by the provisions of the said Chapter.

Conduct of Meetings

66. (1) Subject to article 113, the Cathedral Board and the Company Board shall have the power to make rules and regulations for the times and conduct of their respective meetings.
(2) The President of the Cathedral Board and the Company Board shall be the Dean, or, in his or her absence, shall be the Deputy Dean or, in his or her absence, a member of the relevant Board present in an order determined by joint regulations of the Cathedral Board and the Company Board (or, absent such regulations, the President of the relevant Board shall be determined by the members of that Board who are present).

(3) The President of the Cathedral Board or the President of the Company Board, as the case may be, shall chair meetings of the relevant Board, and shall act as President of the relevant Board at and between meetings of the relevant Board.
(4) The President of the Cathedral Board or Company Board, as the case may be, shall have an ordinary and a casting vote, except that in the case of a casual vacancy of a representative of the General Vestry, a Clerical Member presiding in the Cathedral Board shall have a casting vote only.
(5) The Cathedral Board and the Company Board shall each meet not less than four times in each calendar year.
(6) A meeting of the Cathedral Board or the Company Board may be summoned at any time by the President of the said Board or shall be summoned by the Honorary Secretary at any time on the written requisition of four members of the said Board, addressed to the President of the said Board or to the Honorary Secretary, as the case may be.
(7) Articles 66 and 67 of the Articles of Association (relating to written resolutions and meeting by electronic means respectively) shall apply to the Cathedral Board and, *mutatis mutandis,* to the Chapter as if incorporated into the text of this Constitution.

67. (1) The Deputy Dean shall act as Vice-Chairperson of the Cathedral Board and the Company Board.

(2) Notwithstanding article 23, the Deputy Dean may be delegated duties by the Dean in his capacity as President of the Cathedral Board or in his capacity as President of the Company Board, and may otherwise be assigned duties by the said Boards, for such period as the Dean or either Board may determine.

Cathedral Board Offices

68. From the Easter General Vestry in the year 2026, in addition to the Dean and the Deputy Dean, the Cathedral Board shall appoint the following Officers from amongst its own members:

(1) A "Board Treasurer" (who shall advise the Cathedral Board and the Company Board on, and account to the Cathedral Board and the Company Board respectively for, the Cathedral's finances and the Company's finances, the ultimate responsibility for and decision-making in respect of which shall remain vested in the said Boards);

(2) Such other officers as it may from time to time determine.

69. From the Easter General Vestry in the year 2026, if the Honorary Secretary appointed under article 72 is a member of the Cathedral Board, he or she shall be deemed to be appointed by the Cathedral Board as a Cathedral Board Officer.

70. No person shall hold more than one Cathedral Board Office.

71. Cathedral Board Offices shall be Offices within the Cathedral Board and, insofar as is compatible with applicable law, within the Company Board with the same powers, duties, functions and other provisions set out herein.

Honorary Secretary

72. From the Easter General Vestry in the year 2026, the Cathedral Board shall appoint an Honorary Secretary.

73. The Honorary Secretary shall -

(1) maintain the records of the Cathedral (other than the Chapter), the Cathedral Board and the Company Board,

(2) for the purposes of the Constitution and laws of the Church of Ireland, act as Secretary of the Cathedral Board and of the Company Board,

(3) act for such purposes as the Cathedral Board and Company Board may specify,

subject to any permissible delegation or appointment which may be approved by the respective Boards.

74. The Honorary Secretary, or another person, may be appointed to act as Secretary for all or any regulatory purposes, including as:

(1) Secretary of the Company for the purposes of the Companies Act 2014 as amended, and,

(2) Secretary of the Cathedral and the Company for the purposes of the Charities Act 2009 as amended,

subject to any permissible delegation or appointment which may be approved by the respective Boards.

75. The Honorary Secretary shall report to the Cathedral Board and the Company Board in his or her capacity as Honorary Secretary for the functions assigned to him or her.

76. The Honorary Secretary need not be a member of the Cathedral Board or of the Company Board.

77. The Honorary Secretary shall have a right of attendance at meetings of the Cathedral Board and the Company Board if not a member of either.

78. The Secretary of the Company for the purposes of the Companies Act 2014 as amended shall have a right of attendance at meetings of the Company Board if not a member of the Company Board.

79. The Honorary Secretary, and the person or persons to whom is delegated regulatory functions of a Secretary under the Companies Act 2014 as amended or under the Charities Act 2009 as amended, or is appointed as Secretary of the Company for the purposes of the Companies Act 2014 as amended, may, subject to the laws of Ireland, be a body corporate.

80. The Cathedral Board and the Company Board may (by regulations or otherwise) appoint such persons, including persons on a contract of service or a contract for services, to advise it and execute its respective functions and those of Board Officers, with such duties, powers, reporting obligations and rights of attendance of the respective Board as the said Board may determine.

81. The Cathedral Board and the Company Board may entrust to and confer upon person appointed in accordance with article 80 any of the powers exercisable by them upon such terms and conditions and with such restrictions as they may think fit, and either collaterally with or to the exclusion of their own powers, and may from time to time revoke, withdraw, alter or vary all or any of such powers.

82. Any person appointed in accordance with article 80 or article 81 shall be appointed in respect either of the Cathedral or the Company or both.

83. The Cathedral Board or the Company Board, as the case may be, shall at all times retain ultimate responsibility for and decision-making authority in respect of any matter entrusted to or conferred upon any person appointed under and in accordance with article 80 or article 81.

84. The Honorary Secretary and any person appointed in accordance with articles 80 or article 81 shall not be –

(1) officers of the Cathedral or of the Company,

(2) charity trustees of the Cathedral or of the Company, or

(3) Cathedral Board Officers,

save if appointed members of the Cathedral Board, or (in respect of the Company) if appointed Secretary of the Company for the purposes of the Companies Act 2014.

85. The Honorary Secretary may be appointed as Chapter Clerk.

86. Save in exercise of any statutory powers, the Honorary Secretary and any person appointed in accordance with article 80 or article 81 may not give directions or instructions to the Cathedral Board or the Company Board or to a charity trustee or (save upon decision of the respective Boards with such restriction as they may think fit) to an officer (including an employed officer) of the Cathedral or of the Company.

87. The Honorary Secretary and Cathedral Board Officers (other than the Dean) shall serve until the first Cathedral Board meeting following the Triennial Easter Vestry at which they are appointed.

88. The Cathedral Board may at any time replace the Honorary Secretary and Cathedral Board Officers (other than the Dean and Deputy Dean).

89. Persons appointed in accordance with article 80 or article 81 shall be appointed on such terms and for such period as the relevant Board may determine and, without prejudice to the terms of any contract entered into in any particular case, may at any time revoke any such appointment.

90. The appointment of persons under articles 68, article 72, article 80 or article 81 may be required by the Cathedral Board and the Company Board (as the case may be), at its discretion, not to be effective unless and until that person shall make and subscribe before the Dean the declaration contained in the Second Schedule hereto annexed.

Committees

91. The Cathedral Board and the Company Board shall each establish the following Standing Committees ("Standing Committees"):

(1) A Finance Committee, to advise the respective Boards on, inter alia, the respective Boards' powers, duties and functions as set out in article 115(4);

(2) A Fabric Committee to advise the respective Boards on, inter alia, their powers, duties and functions as set out in article 115(1)-115(3) and as Glebewardens;

(3) A Governance Committee, to advise the respective Boards on the Cathedral and the Company's compliance with statutory requirements, requirements of the laws of the Church of Ireland and best practice in governance of charities and companies;

(4) A Nomination Committee, to advise –

(a) the Cathedral Board on the appointment of Board members under article 40(5) (including applicable vacancies under article 52(2)(b) and articles 110-111),

(b) the Cathedral Board on the appointment of Board Officers (other than the Dean and the Deputy Dean) and the appointment of the Honorary Secretary,

(c) the respective Boards on the appointment of the Chairpersons of Committees,

(d) the Cathedral Board and the Chapter on the nomination of the Cathedral roles established under article 100,

(e) the respective Boards, Dean, Chapter and General Vestry (as the case may be) on the appointment of such other persons as may be requested by the Boards to be advised upon, including (in respect of the Boards) the persons set out in articles 80-81 and article 115(5),

providing always that the recommendations of the Nomination Committee are advisory and are not binding;

(5) A Safeguarding Committee, to advise the respective Boards on the Cathedral and Company's compliance with responsibilities, best practice and Church policy, in respect of safeguarding of minors and other vulnerable persons (and which, for the avoidance of doubt, may consist of and may comprise the Safeguarding Trust Panel).

92. The respective Boards may establish other committees ("ordinary Committees") to assist in the discharge of its functions.

93. The respective Boards may add to the responsibilities of the Standing Committees and may assign the responsibilities of one Standing Committee to another as such Board may deem fit from time to time.

94. The respective Boards shall determine and publish the terms of reference of Standing and ordinary Committees.

95. Save as otherwise provided in the laws of the Church of Ireland, the Cathedral Board and the Company Board may delegate any of their respective powers to such person or persons as they think fit, including to Standing and ordinary Committees and including to executive officers (upon such terms and conditions and with such restrictions as the respective Boards may think fit).

96. Every Standing and ordinary Committee shall, in the exercise of the powers so delegated, conform to any regulations that may be imposed on it by the Cathedral Board and the Company Board (and otherwise to the procedures applicable to the respective Boards). The chairpersons and members of Standing and ordinary Committee shall be appointed by the respective Boards subject to the following:

(a) Save that the Finance Committee may be chaired by the Board Treasurer, and that the Nomination Committee may be chaired by a former member of the Cathedral Board, Standing Committees established by the respective Boards shall be chaired by members of the Cathedral Board who are not Board Officers.

(b) The President of the Cathedral Board for the time being and the President of the Company Board for the time being shall not chair a Committee.

(c) Standing and ordinary Committees may comprise persons not on the Cathedral Board (in addition to members of the Cathedral Board).

97. Standing Committees shall remain in existence perpetually notwithstanding a Triennial Easter Vestry.

98. Ordinary Committees shall stand dissolved and may be re-established at the first meetings of the respective Board following a Triennial Easter Vestry.

99. The term of members of Standing and ordinary Committees shall end at the first meetings of the respective Board following a Triennial Easter Vestry.

100. The Cathedral Board and Chapter may by joint regulations establish such Cathedral roles (not being Cathedral Board Offices, offices within or of either Cathedral Board or of the Chapter, nor charity trustees of the Cathedral or Company), for appointment by and with the consent of the Archbishop on the joint nomination of the Cathedral Board and Chapter, as may from time to time be required.

Vacancies in the Cathedral Board

101. The seat of a Cathedral Board member, including the seat on the Cathedral Board of the Dean and Deputy Dean, shall automatically become vacant if the Cathedral Board member:

(1) Dies;

(2) Resigns by notice in writing to the Company;

(3) Ceases to be qualified for the position of charity trustee under section 55 of the Charities Act 2009;

(4) Becomes prohibited or disqualified from being a Director by reason of any law or order made under the Companies Act 2014;

(5) Becomes subject to vacation of their seat in the Company by operation of Section 148(1) of the Companies Act;

(6) Would be vacated from directorship of the Company under Section 148(2) of the Companies Act 2014 if those provisions are applied, or as if those provisions had been applied, by the Company under its Articles of Association;

(7) Is removed as a Director from the Company pursuant to Section 146 of the Companies Act;

(8) Is otherwise ineligible to be appointed or to remain or ceases to be a director or member of the Company (including under Article 56 of its Articles of Association); or

(9) Holds any other office or place of profit in or from the Cathedral or in or from the Company, save as permitted by the laws of Ireland.

102. The seat of a Cathedral Board member, other than the seat of the Dean but including the seat of the Deputy Dean on the Cathedral Board, shall automatically become vacant if the Cathedral Board member:

(1) Is for more than one year absent from meetings of both the Cathedral Board and the Company Board;

(2) Within twenty-one days of being duly called upon to do so (or such lesser time as is required to comply with any statutory deadline), shall fail, refuse or neglect to execute any documentation that may be required of him or her, as a charity trustee of the Cathedral or the Company under the Charities Act 2009 as amended;

(3) If a Cathedral Board member conducts himself or herself in such a way as in the opinion of a two-thirds majority of the other members of the Cathedral Board in their absolute discretion the interests of either Board or of the Cathedral or of the Company would be prejudiced;

(4) Being a Clerical Member appointed under article 40(5) and not being a member of Church of Ireland, is subject to a restriction, deprivation or deposition in their own Church or religious community as is determined by a two-thirds majority of the Cathedral Board to be equivalent to such an order under Part IV of Chapter VIII of the Constitution of the Church of Ireland.

103. In respect of a vacancy in membership of the Cathedral Board, the Honorary Secretary shall:

(1) immediately notify such vacancy to the President of the Cathedral Board and the Chairperson of the Nomination Committee, and

(2) table any such vacancy as an agenda item at the next Cathedral Board meeting immediately following the occurrence of the vacancy.

104. The Honorary Secretary shall be required to table a resolution for vacancy at the next meeting of the Cathedral Board by reason of:

(1) any absence for six consecutive months without prior permission of either Board from meetings thereof. The Cathedral Board shall consider the matter at that meeting and shall determine whether permission shall be granted;

(2) any order, judgement, disqualification or otherwise referred to under article 101 or article 102(4) being brought to the attention of the Honorary Secretary. Where a decision of the Cathedral Board is required, the Cathedral Board shall consider the matter at that meeting;

(3) within twenty-one days of being duly called upon to do so (or such lesser time as is required to comply with any statutory deadline), a Company Board member (other than the Dean) failing, refusing or neglecting to execute any documentation that may be required of him or her, as a director of the Company under the Companies Act 2014 as amended.

105. If, within twenty-one days of being called upon to do so (or such lesser time as is required to comply with any statutory deadline), the Dean or any Clergy Member who is a member of the Cathedral Board shall fail, refuse or neglect to execute any documentation that may be required of him or her, as a charity trustee of the Cathedral or the Company or as a director of the Company, under the Charities Act 2009 as amended or under the Companies Act 2014 as amended, that person shall be liable to disciplinary action pursuant to Part IV of Chapter VIII of the Constitution of the Church of Ireland.

106. No member of the Cathedral Board, including the Dean, shall be entitled to receive notice of, or to attend or vote at meetings of the Cathedral Board for so long as he or she shall fail, refuse or neglect to execute the documentation in paragraph in article 102(2), article 104(3) or article 105. For the avoidance of doubt, this article does not apply to meetings of the Company Board.

107. Save in respect of membership of and exercise of the delegated powers of the Cathedral Board, no vacancy in membership of the Cathedral Board pursuant to article 101, article 102 and article 104(3) and article 102 shall affect:

(1) The Dean's role as Dean and as Incumbent;

(2) The Deputy Dean's role as Deputy Dean;

(3) The holding or exercise of any Cathedral Office (not being a Cathedral Board Office) by any Cathedral Officer;

(4) Membership of the Chapter by any member of the Chapter.

108. The provisions of article 101, article 102, article 103, article 104, article 107 and article 109 shall apply mutatis mutandis to the Honorary Secretary, to the Chairperson of Committees (including Standing Committees) and to any person appointed under article 80 or article 81 to whom is delegated any functions of the Board Treasurer.

109. Without prejudice to any right of action in the laws of the Church of Ireland (including those provided for or arising from Chapter VIII of the Constitution of the Church of Ireland), any person (other than a person subject to disciplinary action under article 105) affected by the operation of article 101, article 102, article 103, article 104, article 107 including a decision of the Cathedral Board under any of the same articles, shall have a right of appeal to the Diocesan Councils of Dublin and Glendalough, which shall be made in the same manner and within the same period as the right of appeal in article 54.

110. Vacancies occurring in membership of the Cathedral Board, including vacancies arising by operation of article 101, article 102, article 104, and article 107 shall be filled by the Cathedral Board from persons qualified for election or appointment as provided in articles 40-53.

111. (1) Should, by operation of article 101, article 104, and article 107 or of the laws of the Church of Ireland or of the Articles of Association of the Company or of the laws of Ireland, the seat of the Dean be vacated, the Dean shall be eligible for re-appointment to the Cathedral Board pursuant to article 40(1) subject to articles 101-109 and to the laws of the Church of Ireland and to the Articles of Association of the Company and to the laws of Ireland.

(2) Should, by operation of article 101, article 102, article 104, and article 107 or of the laws of the Church of Ireland or of the Articles of Association of the Company or of the laws of Ireland, the seat of the Precentor (if serving on the Cathedral Board pursuant to article 40(2)) be vacated, the Precentor shall be eligible for re-appointment to the Cathedral Board pursuant to article 40(2) subject to articles 101-109 and to the laws of the Church of Ireland and to the Articles of Association of the Company and to the laws of Ireland.

112. (1) Only members of the Cathedral Board who are voting members of the Chapter can vote in the case of Chapter vacancies.

(2) Only lay Registered Vestry Members being members of the Cathedral Board can vote in the case of vacancies in representatives of Registered Vestry Members.

(3) A member of the Cathedral Board appointed under article 40(5) shall not be entitled to vote in an election to fill a casual vacancy among the elected members of the Cathedral Board.

(4) Persons chosen to fill casual vacancies arising under article 40(3), article 40(4) or article 40(5) shall (if he or she continues to be duly qualified) hold office for the duration of the

term of the Cathedral Board member whose position has become vacant, subject to the provisions of article 49, article 50, article 51, article 52 and article 53.

Powers and Duties of the Cathedral Board, the Company and Officers

113. Save where otherwise provided for herein, the registration of Vestry Members, the election of Synods Members, the filling of vacancies, the business of the Company Board and the business of the Cathedral Board, shall be conducted in the same manner as for parishes under the provisions of the Constitution of the Church of Ireland, or as near thereto as circumstances and applicable law will permit.

114. The Dean, or his or her Deputy, shall have the powers and duties of an Incumbent.

115. The Cathedral Board shall have the powers, functions and duties of a Select Vestry and of Churchwardens and, without prejudice to the generality of the foregoing, shall have the control, charge and management of the following:-

(1) The preservation, restoration, and repair of the fabric of the Cathedral and all permanent structures therein.

(2) The lighting, heating and cleaning of the Cathedral.

(3) The ornaments of the Cathedral, the monuments, the tablets, windows and brasses to be placed in the Cathedral: provided that none shall be erected or placed in the Cathedral or removed therefrom without the consent or approval of the Dean and Chapter and of the Ordinary.

(4) The collections and all financial matters relating to the Cathedral, including the regulation of all salaries and pensions payable by the Cathedral Board.

(5) The appointment and removal of all lay officials of the Cathedral and all officers of the Cathedral whose appointment is not vested in the Archbishop, or in the Dean and Chapter, excepting the Verger (who shall be appointed and may be removed by the Dean).

116. Subject to article 117 and subject at all times to the provisions of articles 55-65, and to the Company at all times complying with the laws of the Church of Ireland, the Cathedral Board is authorised (by regulations, by agreement or otherwise) -

(1) to transfer, or

(2) to otherwise contract or engage in relation to the carrying out of,

any or all of its powers, functions and duties (including delegated powers, functions and duties and the committees and persons undertaking same) -

(a) under this Constitution (for the avoidance of doubt including those powers, functions and duties under article 113 and article 115) excluding its powers, functions and duties under articles 40-53, articles 66-90, article 100, articles 101-109, articles 110-111, and article 118, and excluding its powers to make regulations under articles 40(2) (to the extent jointly with the Chapter), 51, 66(2), 80, and 119, or

(b) under the Constitution of the Church of Ireland and the laws of the Church of Ireland other than this Constitution,

to the Company and to revoke, terminate or discontinue any such transfer, delegation, contract or engagement at any time, subject always to compliance with applicable law and to any relevant contractual arrangements.

117. The provisions of article 116 shall not have effect until, but shall have immediate effect upon, the Company:

(1) Being registered as a charity, and

(2) Having received a charitable tax exemption from the Revenue Commissioners.

Extinguishing any residual rights of Chapter officers over matters within the powers of the Cathedral Board

118. (1) No member of the Chapter (including the capitular offices of Precentor, Chancellor or Treasurer) shall exercise or enjoy any ancient prerogative, right, power or privilege in respect of any matter now within the powers or jurisdiction of the Cathedral Board save as is expressly granted to them by the Cathedral Board, and any such ancient prerogative, right, power or privilege hitherto or historically belonging to any member of the Chapter is extinguished.

(2) Nothing in paragraph (1) of this article affects –

(a) the prerogatives, rights, powers or privileges of members of the Chapter concerning matters falling within the jurisdiction of the Chapter or otherwise arising from the constitution of the Cathedral as hitherto provided for in the law of the Church of Ireland (save to the extent provided in the Statute and this Constitution); or

(b) the prerogatives, rights, powers and privileges of the Dean (whether as Dean or as Incumbent),

where those prerogatives, rights, powers and privileges are not within the exclusive powers or jurisdiction of the Cathedral Board.

(3) Save as otherwise provided in this article, nothing herein enacted shall prejudice the rights or privileges of the Dignities or other Clergy Members, or of the Officials, of the Cathedral, existing at the coming into effect of this Constitution.

Power of Boards to make rules and regulations

119. The Cathedral Board and the Company Board and the Chapter may make rules or regulations for the exercise of any of their powers (providing that the consent of the General Vestry shall be obtained for rules or regulations governing elections by the General Vestry, and the consent of the Ordinary shall be obtained for rules or regulations governing decisions requiring the Ordinary's consent).

120. A word or expression used in rules or regulations under this Constitution has the same meaning in the rules or regulations as it has in this Constitution.

Disposition of property, assets, liabilities and activities

121. For the avoidance of doubt, subject to any consents otherwise required by the laws of the Church of Ireland (including but not limited to Diocesan consents, episcopal faculties and permissions from the Representative Body of the Church of Ireland), the Cathedral Board shall

be entitled on behalf of the Cathedral to sell, convey, manage, lease, let, alienate, mortgage, transfer, assign, licence, novate and otherwise transfer, dispose of or deal with –

(1) property (land, houses, property, shops, flats, maisonettes, reversions, interests, annuities, life policies and any other property real or personal, movable or immovable, either absolutely or conditionally and either subject or not to any mortgage, charge, ground rent or other rents or encumbrances),

(2) assets,

(3) liabilities, and

(4) activities

to the Company or to other persons.

FIRST SCHEDULE

DECLARATION FOR SUBSCRIPTION

I, A.B., do hereby solemnly declare that:

(1) I am a minister or accredited preacher of Church.

(2) I agree to be bound by the provisions of Part II of Chapter VII of the Constitution of the Church of Ireland and, to that extent only, I submit myself to the authority of the Church of Ireland, and to the laws and tribunals thereof.

(3) I A.B. do declare that I will perform Canonical obedience to the Ordinary of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin, and his or her successors, Archbishops of Dublin. I will observe the statutes and ancient customs of Cathedral of the Holy Trinity commonly called Christ Church, Dublin, so far as they are not repugnant to the laws of the Church of Ireland, I will keep private and undisclosed the secrets of the Chapter.

I subscribe the above declaration to be appointed to the office of Ecumenical Canon of the Cathedral of the Holy Trinity, commonly called Christ Church, Dublin.

SECOND SCHEDULE

DECLARATION FOR SUBSCRIPTION

I, A.B., do hereby solemnly declare that:

(1) I agree to be bound by the provisions of the Constitution of the Church of Ireland and I submit myself to the authority of the Church of Ireland, and to the laws and tribunals thereof, including in respect both of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin and Christ Church Cathedral, Dublin Company Limited by Guarantee and their respective Boards.

(2) I will observe the statutes and ancient customs of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin and, so far as they are not repugnant to the laws of the Church of Ireland or the laws of Ireland, I will keep private and undisclosed the secrets of the Cathedral Board, Company Board and Chapter.

THIRD SCHEDULE

DECLARATION FOR SUBSCRIPTION

I, A.B., do hereby solemnly declare that:

(1) I will perform Canonical obedience to the Ordinary of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin, and his or her successors, Archbishops of Dublin.

(2) I will observe the statutes and ancient customs of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin and, so far as they are not repugnant to the laws of the Church of

Ireland or the laws of Ireland, I will keep private and undisclosed the secrets of the Cathedral Board, Company Board and Chapter.

FOURTH SCHEDULE

DECLARATION FOR SUBSCRIPTION

I, A.B., do hereby solemnly declare that:

(1) I am a minister or accredited preacher of Church.

(2) I agree to be bound by the provisions of Part II of Chapter VII of the Constitution of the Church of Ireland and, to that extent only, I submit myself to the authority of the Church of Ireland, and to the laws and tribunals thereof, including in respect both of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin and Christ Church Cathedral, Dublin Company Limited by Guarantee and their respective Boards.

(3) I A.B. do declare that I will perform obedience to the Ordinary of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin, and his or her successors, Archbishops of Dublin. I will observe the statutes and ancient customs of Cathedral of the Holy Trinity commonly called Christ Church, Dublin, so far as they are not repugnant to the laws of the Church of Ireland or the laws of Ireland, I will keep private and undisclosed the secrets of the Cathedral Board, Company Board and Chapter.

I subscribe the above declaration to be appointed to the offices of member of the Cathedral Board and member of the Company Board of the Cathedral of the Holy Trinity, commonly called Christ Church, Dublin.

BILL NO. 5
EXPLANATORY MEMORANDUM

Currently, according to Chapter XIII of the Constitution of the Church of Ireland, an incumbent must ‘sign an acknowledgement or agreement in reference to the glebe appropriated for that incumbent’s occupation or residence’ within two months of their institution or licensing. Therefore, firstly, as it currently stands, an incumbent can technically occupy a glebe for a period of two months without the requirement to have signed any formal agreement until that point. Secondly, while the Constitution specifies that the agreement must be signed within two months of their institution or licensing, there is no requirement for the return of this signed agreement either to the diocesan office or to the Representative Body. The purpose of this bill is to amend this section of Chapter XIII so that three copies of the Glebe Agreement (or other similar acknowledgement) must be signed immediately prior to the institution or licensing of an incumbent, with one copy being retained by said incumbent, one copy lodged with the diocesan office, and one copy lodged with the Representative Body.

PROPOSER: VEN BARRY FORDE
SECONDER: MS HELEN ARNOPP

(At the request of the Representative Body)

BILL

To amend Chapter XIII of the Constitution of the Church of Ireland: Glebe Agreements

WHEREAS it is desirable that a copy of the Glebe agreement provided for in Part I, section 4(a) of Chapter XIII of the Constitution of the Church of Ireland should be signed by the incumbent of a benefice prior to institution or licensing and should be held by the Representative Church Body, the Diocese Office and the Incumbent;

AND WHEREAS for this purpose it is necessary to amend Chapter XIII of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of Section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same as follows: -

1. In this Statute, 'Chapter XIII' means Chapter XIII of the Constitution of the Church of Ireland.

2. In Chapter XIII, Part I, Section 4 (a) shall be amended to read:

"4.(a) Every incumbent shall immediately prior to his/her institution or licensing, as the case may be, sign, in the presence of the diocesan bishop or his/her commissary, three copies of an acknowledgement or agreement in reference to the glebe appropriated for that incumbent's occupation or residence, in the form for the time being approved by the Representative Body, unless the diocesan council, with the consent of the Representative Body, shall, under special circumstances, adopt some other temporary arrangements for the letting or other use or occupation of any glebe house or lands which may not be suitable at the time for the use of the parish. One

copy of the signed aforementioned agreement should be retained by the incumbent, one copy lodged with the diocesan office, and one copy lodged with the Representative Body.

The diocesan council of the diocese in which any parish is situated shall require the aforesaid procedure regarding the signing and return of such an agreement to be followed; and no incumbent shall be deemed to have entered into possession of the glebe until that incumbent shall have signed the appropriate agreement:

Provided always that in the case of an alternative glebe being substituted for that originally appropriated, the incumbent shall, before entering into possession thereof, sign an acknowledgement or agreement in reference to the alternative glebe so appropriated for such incumbent's occupation or residence."

BILL NO. 6

EXPLANATORY MEMORANDUM

In 2013, the trustee of The Church of Ireland Clergy Pensions Fund ("the Fund") entered into a Funding Proposal with the Pensions Authority in respect of the Fund. This Funding Proposal restricted increases to Pensionable Stipend or making discretionary increases to pensions in payment whilst the Fund was insolvent. At the end of 2023, the Fund exited the Funding Proposal and the trustee obtained approval to increase Pensionable Stipend and make discretionary increases to pensions in payment, with effect from 1st January 2024.

The increases applied to Pensionable Stipend or to pensions in payment from 1st January 2024 were the same, ensuring that members of the Fund retiring with a Normal Retirement Age *after* 1st January 2024, and those members in receipt of pensions at 1st January 2024, benefited equally from the 1st January 2024 increases.

There are, however, a small number of members of the Fund who had reached Normal Retirement Age *before* 1st January 2024 but had not yet retired as at 1st January 2024. These members of the Fund do not benefit from the increases to Pensionable Stipend or to pensions in payment. For these members of the Fund, their pensions will be calculated in accordance with either Section 45.(1) or Section 45.(2) of Chapter XIV of the Constitution of the Church of Ireland which state that a member of the Fund retiring from Service in the Church of Ireland *after* reaching Normal Retirement Age, shall be entitled to a late retirement pension calculated in accordance with the provisions of either Section 42 or Section 43 of Chapter XIV, applied on the day that a particular member of the Fund reached Normal Retirement Age, multiplied by a late retirement factor advised by the Actuary.

At present, the calculation of late retirement pensions under Section 45 of Chapter XIV means that for a member of the Fund who reached Normal Retirement Age *before* 1st January 2024 but remained in Service in the Church on that date, their pension will be calculated by reference to Pensionable Stipend on their Normal Retirement Date multiplied by existing late retirement factors. For a member of the Fund who remained in Service in the Church of Ireland after reaching their Normal Retirement Age and who

will retire after 1st January 2024, the trustee accepts that it is inequitable that that member is excluded from the increase applied to Pensionable Stipend (because that member's Normal Retirement Age was *before* 1st January 2024 and their Pensionable Stipend will be determined accordingly) or from the increase to pensions in payment at 1st January 2024 (because the member was not in receipt of a pension from the Fund on that date).

The proposed amendment to Section 45 of Chapter XIV will lead to late retirement pensions being calculated using Pensionable Stipend at the date of retirement (rather than at Normal Retirement Age), multiplying Pensionable Stipend by revised late retirement factors as advised by the Actuary. Members of the Fund whose Normal Retirement Age is *after* 1st January 2024, who remain in Service in the Church of Ireland and defer their retirement until a date after Normal Retirement Age, will benefit from increases in Pensionable Stipend after their Normal Retirement Age, up to the date they retire, together with the revised late retirement factors.

For members of the Fund in Service in the Church of Ireland who reached Normal Retirement Age *before* 1st January 2024 but had not retired on or before that date, their pensions will be calculated at the greater of (i) Pensionable Stipend at Normal Retirement Age multiplied by the existing late retirement factors, or (ii) Pensionable Stipend at the date of retirement multiplied by the revised late retirement factors. This will ensure that within the category of members of the Fund with a Normal Retirement Age before 1st January 2024 who remained in Service in the Church of Ireland after 1st January 2024, any member who would *not* in fact benefit from the amendment to Section 45, may elect to have their late retirement pension calculated under the provisions applying before the amendment made to Section 45.

PROPOSER: MR ROBERT NELL

SECONDER: VEN BARRY FORDE

(At the request of the Representative Body)

BILL

To amend Chapter XIV of the Constitution: NRA Anomaly

WHEREAS the Church of Ireland Clergy Pensions Trustee DAC and the Representative Body, as trustee and sponsor respectively of the Church of Ireland Clergy Pensions Fund want to ensure that any members of the clergy of the Church of Ireland who are members of the Church of Ireland Clergy Pensions Fund, who reached Normal Retirement Age before 1st January 2024 and who were not in receipt of pension benefits from the Church of Ireland Clergy Pensions Fund on 1st January 2024, are not in a less beneficial position when they receive a late retirement pension from the Church of Ireland Clergy Pensions Fund because they remained in service in the Church of Ireland after their Normal Retirement Age;

AND WHEREAS the Representative Body seeks to amend Section 45 of Chapter XIV of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of Section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same as follows: -

1. In this Statute, 'Chapter XIV' means Chapter XIV of the Constitution of the Church of Ireland.

2. For Section 45 of Chapter XIV there shall be substituted:

"45.(1) A Member of the Clergy, who is a member of the Fund and in Service in the Church of Ireland, who retires after reaching Normal Retirement Age, shall be entitled to a pension which shall be the product of a sum calculated in the following manner, that is to say Pensionable Stipend in force on the day on which

that member retires, multiplied by such rate as the Trustee may determine on the advice of the Actuary.

(2) Where a Member of the Clergy, who is a member of the Fund and in Service in the Church of Ireland, reached Normal Retirement Age before 1st January 2024 but retires after 1st January 2024, that member may receive a pension calculated in accordance with the provisions of Section 45.(1) or may elect to receive a pension calculated in accordance with either the provisions of Section 45.(3) or the provisions of Section 45.(4).

(3) A Member of the Clergy, who is a member of the Fund and in Service in the Church of Ireland, who was a member of the Fund on 31st December 2008 but had not yet reached Normal Retirement Age and who subsequently retires after reaching Normal Retirement Age, shall be entitled to a pension which shall be the product of a sum calculated in accordance with the provisions of Section 42 applied on the day on which that member reached Normal Retirement Age, multiplied by such rate as the Trustee may determine on the advice of the Actuary.

(4) A Member of the Clergy, who is a member of the Fund and in Service in the Church of Ireland, who became a member of the Fund on or after 1st January 2009 and who subsequently retires after reaching Normal Retirement Age, shall be entitled to a pension which shall be the product of a sum calculated in accordance with the provisions of Section 43 applied on the day on which that member reaches Normal Retirement Age, multiplied by such rate as the Trustee may determine on the advice of the Actuary."

BILL NO. 7

EXPLANATORY MEMORANDUM

The Representative Body is the entity charged with representing the Church of Ireland and with holding property for the use and purpose of the Church of Ireland. The Representative Body is comprised of *ex officio*, elected and co-opted members. The range of activities undertaken by the Representative Body requires that the membership of its committees be comprised, *inter alia*, of persons with appropriate skills and experience in financial, investment, pensions, accounting, property, human resources and legal matters.

Chapter X of the Constitution of the Church of Ireland currently makes provision for the co-option of eleven members to the Representative Body. Co-option represents the most efficient method for ensuring that the Representative Body has members with the necessary skills and experience. The Representative Body considers that the ability to co-opt eleven members is insufficient to ensure that, at all material times, it has sufficient members with the necessary skills and experience not only to meet current requirements but also to allow for proper succession planning. The Representative Body also considers that the process of co-option also provides an opportunity to strive for greater age, gender and ethnic representation within its membership.

In light of these considerations, the Representative Body seeks to amend Chapter X of the Constitution of the Church of Ireland to increase the co-opted membership of the Representative Body to 18 persons and to provide that the co-opted members be chosen, insofar as practicable, having regard to the following criteria:

a) The need to have members with appropriate skills and experience, including but not limited to skills and experience in the areas of finance, pensions, investment, accountancy, property, human resources and law.

b) The desirability of having a membership with an appropriate level of age, gender and ethnic representation.

c) The desirability of having a co-opted membership from throughout the island of Ireland.

PROPOSER: MR MICHAEL JOHNSTON

SECONDER: VERY REV NIALL SLOANE

(At the request of the Representative Body)

BILL

To amend Chapter X of the Constitution: RB Co-Options

WHEREAS the Representative Body is the entity charged with representing the Church of Ireland and with holding property for the use and purpose of the Church of Ireland;

AND WHEREAS the Representative Body is comprised of *ex officio*, elected and co-opted members;

AND WHEREAS the range of activities undertaken by the Representative Body requires that the membership of its committees be comprised, *inter alia*, of persons with appropriate skills and experience in financial, investment, pensions, accounting, property, human resources and legal matters;

AND WHEREAS Chapter X of the Constitution of the Church of Ireland currently makes provision for the co-option of eleven members to the Representative Body;

AND WHEREAS co-option represents the most efficient method for ensuring that the Representative Body has members with the necessary skills and experience;

AND WHEREAS the Representative Body considers that the ability to co-opt eleven members is insufficient to ensure that, at all material times, it has sufficient members with the necessary skills and experience not only to meet current requirements but also to allow for proper succession planning;

AND WHEREAS the Representative Body also considers that the process of co-option also provides an opportunity to strive for greater age, gender and ethnic representation within its membership;

AND WHEREAS the Representative Body seeks to amend Chapter X of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of Section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same as follows: -

1. In this Statute, 'Chapter X' means Chapter X of the Constitution of the Church of Ireland.

2. In Section 4 of Chapter X the following shall be substituted for subsection (1):

"(1) The co-opted members shall consist of 18 persons to be chosen, insofar as practicable, having regard to the following criteria:

a) The need to have members with appropriate skills and experience, including but not limited to skills and experience in the areas of finance, pensions, investment, accountancy, property, human resources and law.

b) The desirability of having a membership with an appropriate level of age, gender and ethnic representation.

c) The desirability of having a co-opted membership from throughout the island of Ireland."

BILL NO. 8

EXPLANATORY MEMORANDUM

The purpose of this Bill is three-fold:

It proposes replacing the two separate forms of declaration for persons who are resident within the boundaries of a parish or who are accustomed members of the congregation with a single form, with the declarant choosing to tick whether they are resident within the parish boundaries or an accustomed member of the congregation.

It proposes the incorporation of space for the declarant to provide a POSTCODE/EIRCODE as well as an email address.

It proposes to seek express consent from the declarant for the parish to store and process the data being provided, for parochial purposes.

PROPOSER: MR QUENTIN TEGGIN
SECONDER: MR ROBERT SYME

BILL

To amend Chapter III of the Constitution: Forms of Declaration

WHEREAS it is desirable to amend the current forms of declaration for laypersons or members of the clergy who are eligible and who seek to be registered in the register of vestry members for a parish, to create a single form of declaration and to comply with the provisions of the General Data Protection Regulation (GDPR).

AND WHEREAS for this purpose it is necessary to amend Chapter III of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and by the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of same, as follows: -

1. In this statute, 'Chapter III' means Chapter III of the Constitution of the Church of Ireland

2. In Chapter III, Part 1, the first paragraph of section 4 shall be amended to read as follows:

   > 4. In every parish there shall be a list of persons qualified to be vestry members, which shall have been settled at a meeting of all persons claiming to be so qualified: Provided that the name of a person shall not be placed on the list until that person has signed the form of declaration contained in the schedule to this Chapter.

3. In the schedule to Chapter III, the forms of declaration shall be replaced with a single form as follows:

SCHEDULE MENTIONED IN THE FOREGOING CHAPTER

I _____(name in block capitals) do hereby solemnly declare:

That I am a member of the Church of Ireland aged 18 or over:

That I am usually resident at the address below:

Address: _____

_____Postcode/Eircode_____

That I wish my name to be added to the register of members of the general vestry for the parish or district of:_____

in the diocese(s) of_____

☐ * That I am resident within the above parish boundaries and that I am not registered as an accustomed member of the general vestry for any other church, chapel or church hall in the same parish or district

or

☐ * That I have for the three calendar months past been, and now am, an accustomed member of the congregation attending the church, chapel or church hall in said parish or district and that I am not registered as an accustomed member of the general vestry for any other church, chapel or church hall in Ireland

That I consent to this form being retained in a secure location within the parish or district, for reference purposes during the time that I am a member of the general vestry of the above parish or district.

That I hereby consent to my personal data being used by Parish Officials/Officers to send me communications relating to parish or district business.

That In the absence of a Court Order or statutory obligation, my personal data shall not be shared with any person external to the parish or district without my prior consent in writing.

That I may withdraw consent to the use of my personal data for parish or district business communications at any time that I am a member of the general vestry of the parish or district.

Signed:_____

Email Address: _____(optional)

Date:_____

* Tick whichever box is appropriate

FIFTY-SECOND GENERAL SYNOD

Second Ordinary Session, assembled in Naas on 9th and 10th May 2025, and online via electronic communications technology on 13th May 2025.

FIRST DAY'S PROCEEDINGS

FRIDAY 9TH MAY 2025

On this day, according to the summons of His Grace the Lord Primate, the Synod assembled in Naas.

The Bible and the Book of Common Prayer were laid on the table.

Chair

At 11am the Primate assumed the Chair and announced that the General Synod was in session.

Holy Scripture and Prayer

The opening worship was led by the Venerable Leslie Stevenson (Archdeacon of Meath and Kildare)

Members of General Synod

A list of members of the General Synod was laid on the table.

Reports of Committees and Boards

The following reports were presented and laid on the table:

The Book of Reports 2025 incorporating the following

- The Report of the Representative Church Body
- The Report of the Standing Committee
- The Report of the Church of Ireland Historiographer
- The Report of the General Synod Board of Education
- The Report of the Church of Ireland Youth Department
- The Report of the Covenant Council
- The Report of the Commission for Christian Unity and Dialogue
- The Report of the Liturgical Advisory Committee
- The Report of the Church of Ireland Council for Mission
- The Report of the Commission on Ministry
- The Report of the Church of Ireland Marriage Council
- The Report of the Pioneer Ministry Governing Council

Priorities News 2025

Communications from Diocesan Synods

Speaking on behalf of the Honorary Secretaries, the Rev Canon Malcolm Kingston announced the following communications from Diocesan Synods:

Diocese of Clogher
The Diocese of Clogher has amended its Financial Scheme. This was revised at the Diocesan Synod on 26th September 2024, mostly involving the regularizing of items in the Scheme which had become obsolete or outdated, as well as the updating of terminology to reflect current practice. It was unlikely that parishes or clergy would notice any substantial change in the day-to-day administration of parishes arising from the amendments made to the Scheme.

Diocese of Connor
The Diocese of Connor has updated its Diocesan Regulations regarding:

- The election of Episcopal Electoral Representatives;
- The Registration of General Vestry Members to take into account the changes made to Chapter III Part I of the Constitution of the Church of Ireland.

Diocese of Down and Dromore
The Diocese of Down and Dromore has updated its Diocesan Regulations regarding:

- The election of Episcopal Electoral Representatives;
- The Registration of General Vestry Members to take into account the changes made to Chapter III Part I of the Constitution of the Church of Ireland.
- The provision of office bearers' details, annual accounts, completed forms of financial and statistical returns to the Diocesan Office after the meeting of an Easter Vestry.
- The communication of the Notice of an Extraordinary General Vestry Meeting.

Nomination of an Assessor

The President nominated Mr Lyndon MacCann, SC to act as his Assessor.

President's Address

His Grace the Lord Primate delivered the following address.

Brothers and sisters in Christ,
I want to begin by thanking the Bishop of Meath and Kildare for hosting this two day in-person meeting of the General Synod in her Diocese and for liaising with the Honorary Secretaries to facilitate this event. As a Synod we are grateful also to the Rector and Select Vestry of Naas for hosting the General Synod Eucharist. It was a very fitting way to begin the day in communion with Jesus Christ, the Lord of the Church and with one another in his Body. If I could also take this opportunity to thank the Bishop of Cork for his sermon which comes, as we know with the weight of twenty-six years of experience as a Bishop in the Church of God.

And just while I'm on the subject of the weight of episcopal experience-some of you will remember that last year I asked for your permission to send the best wishes of the Synod to Archbishop Robin Eames who had been gravely ill following a bad fall in London. Not only has Robin made a very full recovery but on St Columba's Day (9 June) he will celebrate the remarkable achievement of being fifty years in episcopal Orders. The Bishop of Derry and Raphoe will be hosting a celebration in Derry to mark that auspicious occasion when I shall, with your permission, bring the congratulations of the General Synod to Robin and Christine.

Although there is a slot in the Timetable immediately after this Presidential Address for me to welcome our ecumenical guests I hope the others will not think ill of me if I pass on the sympathy and condolences of the General Synod to my old friend Bishop Denis Nulty on the death of Pope Francis. Like many Christians all over the world we continue to pray for the Conclave currently in session as the Cardinal

Electors seek the mind of Christ on who should be the next Chief Pastor of Roman Catholics throughout the world.

I attended a Requiem Mass in St Peter's Cathedral in Belfast for the late Pope Francis last week and in the course of the homily Bishop Alan McGuckian went off script to tell the story of how Francis was being driven through Rome and he saw a poster outside either a church or an office block which said in Italian "no whingers allowed" which made the Pope smile when he thought about his daily toil in the Curia. Perhaps the Honorary Secretaries would consider the Constitutional propriety of such a sign for the meetings of the General Synod.

Recent Surveys and Leadership

If I could now turn to two important surveys which have been conducted in the Church since we last met as a General Synod. The first is that carried out by the Church of Ireland Youth Department on Youth work within the Church. I know that Simon Henry, our National Youth Officer, will be saying much more about the survey results when the subject comes up for debate on the Synod Agenda. I hope he won't mind me making a few remarks now. Of all the age groups most seriously affected by the COVID pandemic (apart from the very old) were young people of school age. Psychologists and social scientists are still trying to estimate the extent and depth of the damage done to this group by the pandemic lockdowns, in both educational and personal terms. I too remember at the time asking myself the question whether or not parish-based youth work in all its remarkable variety would ever recover? Or indeed if it was totally gone forever? The fact that there are currently at least 1,860 *adult* leaders of youth activities in our parishes across Ireland is a clear answer to that question and the number of young people engaged in parish or diocesan based youth activities continues to grow.

As far as I interpret them, these facts are an indication of two things. The first is that the heartbeat of many of our parishes continues to be strong with young and often not so young adults using their talents and sacrificing their time to encourage young people in their spiritual journey. These adult leaders act as role models and examples of the truth that to be a disciple of Jesus Christ is a good way (in fact the best way) to lead your life. And young people, especially those from Gen Z, will look above all else to the *authenticity of experience* rather than to the yada-yada which passes for the discussion of faith and spirituality. For them Christian leadership is an active expression of faith and they have very little time for ecclesiastical jargon. They can see that Christian discipleship is not the line of least resistance in life and their experiences of the ups and downs of their lives so far commends that to them. It has the smell of reality about it. They are all too well aware of the arbitrariness and unfairness of life. They prefer a divine foundation to a polite atmosphere.

And leadership matters, as I think that other survey - the 2023-24 Parish census - will also demonstrate in the long run. And when I say *leadership matters*, I mean in the sense of the strengthening and deepening of faith, hope and love as well as the recovery of numbers, although that is also important.

The Census would seem to show that we have held our ground over the twelve months since we last undertook the exercise. It will be at least another 2-3 years before we have sufficient comparable data to plot trends but I think we can now at least say what the datum - the baseline - looks like. Of course It varies from place to place and it does look like rural and county-town religion have held up much better than inner city and suburban religion. We know too that no more than around 20% of people who see themselves as Church of Ireland attend worship regularly. Although that is not the gold standard by which faithfulness to Jesus Christ and his teachings is to be measured, it is of great significance. We all know people who for one reason or another find the fellowship of a parish or congregation impossible to live with; but for the great majority of church goers it is impossible to live without.

But to make inroads into even the Church of Ireland shortfall, never mind wider evangelization, we need leadership in parishes and in the Church in general that has three qualities: *confidence*, *humility* and *resilience*. First, confidence in the Gospel that we are heralds of and witnesses to. Confidence that, as the Ordinal tells us, people are saved through Christ for ever and that to be his friend and his disciple is the greatest privilege in life. Of course we will fail as a Christian tradition if we lose that as our

primary focus. Yet we need also the humility to know that God's ways are not our ways and to learn the discipline of self suspicion: that probably 75% of my plans are just that - my plans and not God's plans. And because of that, especially as leaders, we need resilience. To face the inevitable occasions when things go wrong; when the Kingdom of God begins to feel like the kingdom of this world. But then why should we expect to succeed in a way that Our Lord and the apostle Paul did not? For every resurrection to celebrate, there will be a cross first to carry.

Leadership and Authority

So, a word or two about leadership and authority. Authority within Anglicanism is often described as "diffused" and therefore difficult to pin down. And it can indeed result in all sorts of evasions and prevarications, when what is needed is leadership. However, authority and leadership are closely related. A leader at any level is someone who has been "authorised" to do certain things. In the Church of Jesus Christ to be "authorised" is to know that the Lord stands with you as you preach or witness or teach or lead in any way; you do so in *his Name*.

My own experience of both secular and church roles has convinced me that leadership at any level cannot be delegated. Of course, certain functions can be devolved to specialists or people with specific gifts. And leadership can also be exercised collaboratively, and in the Church of Ireland it often is at all levels: a rector with his or her Select Vestry; a bishop with his or her Diocesan Council; bishops, clergy and lay people in Diocesan Synods and in the Standing Committee, and the Representative Body and ultimately of course in this General Synod. But always there needs to be a co-ordinating mind, a focus of unity and a Shepherd's hand; and in the Anglican understanding of authority and leadership that lies with the diocesan Bishop. Each of us who are of that Order need your prayers for those gifts of confidence in the Gospel, humility in our exercise of leadership, and resilience in the face of frustrations and fragility.

Reconciliation

As you may remember when I presided at my first General Synod, I said that *reconciliation* would be the constant theme of my Primacy. I also said that reconciliation can take very different forms in different circumstances. Yet at its heart it is always the putting right of broken relationships. For me, at least, it was interesting and encouraging to hear *An Taoiseach* speak about the primacy of reconciliation across this island in his most recent Shared Island speech, as something that must be prior to any dramatic political developments. You will each have your own views on that sentiment. Yet whatever we may make of it as a political statement, as disciples of Jesus Christ, we cannot side-step our vocation to be peacemakers and reconcilers in the many and varied circumstances where we find ourselves.

Reconciliation is the exchange of the bread of life for the bread of truth. It is a way in which those whose humanity has been damaged in any way can tell their story and have their story listened to. It cannot draw a line under the past but it can somehow incorporate or miraculously integrate the past, with all its shadows and injuries, into future life.

One of the great obstacles to a reconciled society on this island (and particularly in Northern Ireland) is the huge and unresolved physical and psychological trauma that is being carried, usually unseen, as a legacy of the Troubles. It is now intergenerational and has left thousands of people with the unanswered question, "Why does what happened to me or to a person whom I loved not count"?

And that is why I am particularly grateful that the much strengthened Church and Society Commission chaired by the Archbishop of Dublin has responded to a Motion passed at the General Synod in 2023 calling for a pastoral resources to engage with this issue. The response was coordinated by a sub-group of CASC led by Zephryn Patton and has three strands. The first, which is available in the Exhibitors Gallery, is a Troubles Legacy Resource Leaflet intended as a signposting tool to help guide people to supports and services that offer assistance to people affected, directly and indirectly, by the Troubles. The second is a Liturgy developed with the Liturgical Advisory Committee which addresses the subject of trauma. Thirdly, the Commission has liaised with the Rev'd Dr William Olhausen and the Continuing

Ministerial Education Programme at CITI to provide training for curates in the area of trauma-informed pastoral care. It is hoped that these modest resources will further assist in the care of many people with whom clergy and pastoral workers of every kind have been travelling for decades.

Ordained Ministry

As you will know, at any one time there are around 80-90 incumbencies vacant in the Church of Ireland, which equates to about 20% of stipendiary positions. Each year we have hoped and prayed for an increase in the number of men and women being sent by their bishops to the Selection Conference for stipendiary ministry. The numbers have increased slightly over the past few years but to nowhere near the extent needed to fill the gap.

However, increasing numbers of men and women *have* heard and responded to the call of God to Ordained Local Ministry. There is no doubt in my mind, and in the mind of the House of Bishops, that this is a movement of the Holy Spirit in response to our prayers for an increase in Ordained ministry. It may not have taken the form which we had anticipated (perhaps because God's ways are not our ways) but the fact that now over sixty men and women have either been ordained or are in training to be ordained in this particular, local expression of priestly ministry is a self-authenticating truth, and we thank God for it.

Over the past year or more those involved in the counsels of the Church, particularly the House of Bishops, have been working hard to ensure that Ordained Local Ministry is integrated fully into the canonical structures of the Church of Ireland. The House of Bishops has further work to do on the future mixed ecology of Ordained ministry and has plans in hand to do so.

Before leaving the subject (though not wishing to trespass too far into the territory of those who will be speaking to the Report of the Representative Body), I must express my own thanks for the generous subsidy now being provided by the Stipends Committee and the Allocations Committee to support the appointment of curates.

Solidarity

On broader societal developments I would like to take this opportunity to comment on two issues which could come under the heading of 'social solidarity'.

Perhaps no issue has dominated world and domestic politics more than that of immigration and how it can be responsibly and humanely managed. It is not the fault of people coming into this island or anywhere else in the western world that governments have failed to seriously address this dilemma of immigration in a way that respects treaty obligations and legal norms. In the meantime significant numbers of people from the widest variety of countries have come to Ireland, North and South, very often with the intention of making this their home. By and large the response of governments has been to bundle them into what are effectively detention centres or to scatter them to far flung corners of the country.

Where immigrants of any sort have been able to get a toehold in communities, often by their own unaided efforts, they have contributed not just to the diversity but also to the productivity of those communities and society at large – they have brought a richness, if you will. A very large proportion of immigrants, particularly from Africa, come from strongly Christianised societies. The Church has been part of their daily lives. They derive great strength from their faith and they bring great joy and vibrancy to their expression of it. Many have come from Anglican backgrounds, yet for whatever reason often find a different spiritual home here in Ireland. Somehow or another we have let them down and have weakened our own witness to the Catholicity of the Church in doing so. We can put that right over time but in the meantime we have a Christian duty, indeed a vocation, to maintain active solidarity with people (believers and unbelievers alike) who have become the subject of dehumanising, and sometimes violent, language and often intimidating and discriminatory behaviour.

I would like to thank the members of the Primate's Reference Group on Ethnic Inclusion for their enthusiasm and hard work in raising awareness of this issue and keeping this vocation on our agenda.

As I have said often, Jesus Christ was the first person ever to conceive of the divided races as a unity and I think (although the scholars do not) that that is one of the reasons why he had a consciousness of being both the *Son of Man* as well as the Son of God. And it was why he was convinced of that almost incredible vocation, that he could carry on his shoulders the burden of the sins of the whole world. Of every person who ever lived or ever would live, joined to him as the head and rising on the third day as a kingdom in his hand. He was indeed "a lover for who the love of the whole world was too small". It is our vocation to stand in solidarity with any person whose circumstances or government make it hard to live fully human lives, whatever their first language, ethnicity or religion.

Another big shift in societal outlook and an area which CASC has been monitoring is around the question of assisted dying and/or assisted suicide. What once seemed a rather remote prospect is now looming large with a vote in the Oireachtas in support of a report favouring assisted dying and with the slow progress of a Private Member's Bill in the House of Commons. I appreciate that there will be a range of views held by Church of Ireland people on this subject, very often informed by personal and family experiences. However as the CASC contribution to the Report of the Standing Committee rightly points out, Church of Ireland opposition to any such legislation has been consistent.

Speaking only for myself I cannot help but think that any legislation along the lines outlined in either the report voted on in the Oireachtas or in the Bill passing through Westminster would involve not just a technical change in medical procedure but would amount to a kind of cultural revolution in the relationship between doctor and patient, and also in the basis on which judgements and decisions about the value of human life are made. Death is one of the great facts of our existence but it is a *social* fact as well as an individual one. Wide-ranging and perhaps long lasting unintended consequences of legislating for assisted dying as though it were *absolutely* a personal matter seem to me to be unavoidable.

In the case of the Church of Ireland in general I think we would need a great deal more persuading to depart from our stated position that life in *its entirety* is a gift from God and that what sustains people even in the most horrible of terminal illness is the certainty of human love and support right to the end. In that sense, it remains a collective disgrace that the hospice movement remains pitifully underfunded by the State and so heavily dependent on fundraising activities.

ACC-19

One event which I feel I should let you know about, although it will not be taking place until a month after next years General Synod, is the meeting of the Anglican Consultative Council in Belfast in late June and early July 2026. The ACC is a body of around 180 representatives – lay, clerical and episcopal – which meets once every three years and is one of the Instruments of Communion within Anglicanism. It is a deliberative and not a legislative body but, because of the presence of lay representatives has a special place within those Instruments.

The Agenda for the meeting has not been fully mapped out yet, but one of the most significant items will be a discussion on what have become known rather grandly as The Nairobi-Cairo Proposals. These proposals include a much needed and long awaited update on the definition of Anglicanism, which has not been authoritatively revised since the Lambeth Conference of 1930. The new definition has been worked on by a body called the Inter Anglican Standing Committee on Faith and Order (IASCUFO) which has an advisory and research role on such matters within the Communion and have been discussed by the Primates Meeting and by the Standing Committee of the Communion, of which I am a member.

It is a modest but significant redefinition and if the resolutions accompanying it at ACC-19 are adopted it will then go out to each Province for further discussion and debate, just as the 1930 Lambeth Conference Resolution did.

Apart from the Nairobi-Cairo Proposals and the other formal business of the Council, it will also provide an opportunity for Anglicans from different parts of the world to learn more about the Church of Ireland and to worship with us. I look forward to bringing you more news on the event at next year's General Synod, if the Lord spares me.

Our Future

I want to end now with some words which in many ways sum up everything that I have been trying to say about the vocation of the Church of Ireland and its future, and also about our role as heralds, witnesses and living examples of resurrection life in all its fullness, from beginning to end, and for every human being. Some words by a well known bishop:

"It is impossible to persevere in ardent evangelisation unless we are convinced from personal experience that it is not the same thing to have known Jesus as not to have known him, not the same thing to walk with him as to walk blindly, not the same thing to hear his word and not to have heard it, and not the same thing to contemplate him, to worship him, to find our peace in him as not to. It is not the same thing to try to build the world with his Gospel as to try to do so by our own lights. We know well that with Jesus life becomes richer and that with him it is easier to find meaning in everything. A true disciple knows that Jesus walks with him, breathes with him, works with him…a person who is not in love with Jesus will convince nobody".

I pray that those simple yet profound words of Pope Francis will be in our minds as we debate the Bills and Motions and Reports before us and that the Lord of the Church will be with us in the quiet power of his Spirit in all that we do and say.

Guests from Other Churches

The Primate welcomed the ecumenical guests and invited the Rev Dr John Alderdice (President of the Methodist Church in Ireland) to bring greetings from the Methodist Church in Ireland to the Synod.

Motion No. 1 on Procedure

On behalf of the Honorary Secretaries, Rev Canon Gillian Wharton moved Motion No. 1 on Procedure.

In the name of the Honorary Secretaries it was then passed:

That in accordance with Standing Order 56, the time available under Standing Order 3 be allocated as follows:

TIMETABLE 2025

FIRST DAY

11am-1pm	President takes the Chair
	Reading from Holy Scripture and Prayer
	List of members of the General Synod to be laid on the table
	Reports of Committees of the Synod to be laid on the table (SO 47)
	Communications from Diocesan Synods to be laid on the table
	Nomination of an Assessor by the President
	President's Address

	Welcome of Official Guests
	Motion No.1- Timetable
	Presentation of amended Clergy PHI Policy and Guidelines
	Report of the Bills Committee
	Bills No. 1 to 8
1-2pm	Lunch
2-4.00pm	Launch of new LAC resources
	Answers to requests for information (if any) (SO 51)
	Continuation of Bills No.1 to 8
	Motion No. 2 - Electronic Voting at In-Person Meetings of General Synod
	Motion No. 3 – Solemnisation of Marriages in Secular Venues
	Commission for Christian Unity and Dialogue (30 mins)
	Motion No. 4 – CCUD Membership
4-4.30pm	Break
4.30-6.30pm	**Board of Education** (Not more than 1 hour)
	(Board of Education RoI)
	(Board of Education NI)
	Commission on Ministry (30 mins)
	Motion No. 5 – Commission on Ministry Membership
	Council for Mission (30 mins)
SECOND DAY	
10.00am-1.00pm	Reading from Holy Scripture and Prayer
	Formal business and communications
	Answers to requests for information (if any) (SO 51)
	Report of the Standing Committee (not less than 1 hours 30 mins)
	Motion No. 6 – Consistency Regarding Bills Process Terminology
	Motion No. 7- Racial Justic Sunday (The Primate's Ethnic Diversity, Inclusion and Racial Justice Reference Group)
	Report of the Liturgical Advisory Committee (30 mins)

	Motion No. 8 – Liturgical Advisory Committee Membership
	Report of the Covenant Council (30 mins)
	Motion No. 9 Covenant Council Membership
1.00-2.00pm	Lunch
2.00-4.30pm	Answers to requests for information (if any) (SO 51)
	Report of the Pioneer Ministry Governing Council (1 hour)
	Report of the Representative Church Body (not less than 1 hours 30 min, inclusive of related motions, unless Synod directs otherwise)
	(Including reports of the Church of Ireland Clergy Pensions Trustee DAC and the Church of Ireland Pensions Board)
	Motion No. 10 – Allocations
	Motion No. 11 – Clergy and Ministry Protection Fund

If business listed for any period is completed before the hour appointed, reports listed for the Saturday afternoon will be taken in reverse order, commencing with the Church of Ireland Youth Department. References in this motion to a "report" shall include any motions accompanying such report on the agenda paper.

REMOTE SESSIONS

7pm	Reading from Holy Scripture and Prayer
	Formal business and communications
	Answers to requests for information (if any) (SO 51)
	Bills No. 1 to 8 Further stage as ordered on the first day
	Marriage Council (30 mins)
	Motion No. 12 – Marriage Council Terms of Reference
	Church of Ireland Youth Department (30 mins)
	Motion No. 13 - Journal of the General Synod (not more than 5 mins)

At the end of the final remote session, any outstanding items will be put from the Chair without debate.

Communication from the Representative Church Body

On behalf of the Honorary Secretaries, the Rev Canon Gillian Wharton read out the following communication from the Representative Church Body:

7 May 2025

TO: HONORARY SECRETARIES OF THE GENERAL SYNOD

Standing Order 53- Report

I hereby report on behalf of the Representative Church Body (RCB) that, in accordance with the requirements of Standing Order 53 of the General Synod, consideration has been given to the Bills and Motions listed overleaf, which the RCB understands are to be submitted to the General Synod in 2025.

The Bills and Motions are considered to be sustainable in relation to the allocation of monies in the hands of the RCB.

David Ritchie

Chief Officer

Communication from the Record Committee

The following communication was received from the Record Committee:

> To the Honorary Secretaries of the General Synod
>
> Record Committee
>
> The Record Committee reports that, as provided by the Statutes, the Statutes passed at the last Session have been printed and they now present a copy which has been compared, certified and sealed, and signed by the members of the Committee.
>
> Gillian Wharton
>
> Chairperson

A signed and sealed copy of the Book of Statutes 2024 was then laid on the table.

Presentation of amended Clergy Permanent Health Insurance Policy and Guidelines

Mr David Ritchie, Chief Officer, laid the amended policy and guidelines on the table.

Presentation of Petitions

Speaking on behalf of the Honorary Secretaries, the Rev Canon Gillian Wharton announced that there were no petitions.

Chair

The Bishop of Tuam, Limerick and Killaloe assumed the Chair.

Report of the Bills Committee

Ms Hazel Corrigan presented the report of the Bills Committee and laid it on the table, along with a copy of the Bills pamphlet.

GENERAL SYNOD 2025

MEETING OF THE BILLS COMMITTEE

The Bills Committee met on Tuesday 1st April 2025 at 4.30pm in Church House and via Zoom. The Bishop of Tuam, Limerick and Killaloe was in the Chair. A total of nine Bills were considered by the

Committee, including two versions of what is now Bill No. 4 in the Bills Pamphlet. While the Committee made a number of suggestions as to small amendments that could be made to certain bills, each of these amendments were taken on board by the sponsors of these Bills and, therefore, the Committee has no formal comment to make on any of the Bills brought before the General Synod of 2025.

This concludes the formal report of the Bills Committee.

ATTENDANCE

Present: The Bishop of Tuam, Killala and Achonry (Chairman)
Mr Lyndon MacCann
Rev Canon Gillian Wharton
Mr Ken Gibson
Mrs Hazel Corrigan
Very Rev Stephen Farrell
Mr Oswyn Paulin

In attendance: Mrs Janet Maxwell
Mr David Ritchie
Dr Nicole Gallagher
Mr Quentin Teggin
Mr Robert Neill
Ms Judith Cairns
Ms Susanne Reid
Mr Ciaran Toland
Rev Canon Dr Maurice Elliott
Ven Ross Styles
Ms Helen Arnopp
Ven Barry Forde

Bills

Bill (No. 1) To amend the Synod Representation Table in Chapter I of the Constitution of the Church of Ireland

It was proposed by the Rev Canon Malcolm Kingston, seconded by Ms Hazel Corrigan, and passed:

That leave be given to introduce Bill No. 1.
That the Bill be considered in principle.
That the House consider the Bill in detail.
That the Clauses be passed.
That the Preamble be passed.
That Tuesday 13th May be fixed for the Final Consideration and Final Decision Stages.

Bill (No. 2) To amend Chapter III of the Constitution of the Church of Ireland: Consistency in Cross-Referencing

It was proposed by the Rev Canon Gillian Wharton, seconded by Mr Ken Gibson, and passed:

That leave be given to introduce Bill No. 2.
That the Bill be considered in principle.
That the House consider the Bill in detail.
That the Clauses be passed.
That the Preamble be passed.
That Tuesday 13th May be fixed for the Final Consideration and Final Decision Stages.

Bill (No. 3) To amend Chapter VII of the Constitution of the Church of Ireland: Retirement Age of Archdeacons

It was proposed by the Bishop of Down and Dromore, seconded by Ms Judith Cairns, and passed:

That leave be given to introduce Bill No. 3.
That the Bill be considered in principle.
That the House consider the Bill in detail.
That the Clauses be passed.
That the Preamble be passed.
That Tuesday 13th May be fixed for the Final Consideration and Final Decision Stages.

Bill (No. 4) To Repeal Statute I of 1902 and Make Provision for a Constitution of Christ Church Cathedral, Dublin

It was proposed by the Rev Canon Dr Maurice Elliott, seconded by the Ven Ross Styles, and passed:

That leave be given to introduce Bill No. 4.
That the Bill be considered in principle.
That the House consider the Bill in detail.
That the Clauses be passed.
That the Schedule be passed.
That the Preamble be passed.
That Tuesday 13th May be fixed for the Final Consideration and Final Decision Stages.

Bill (No. 5) To amend Chapter XIII of the Constitution of the Church of Ireland: Glebe Agreements

It was proposed by the Ven Barry Forde, seconded by Ms Helen Arnopp, and passed:

That leave be given to introduce Bill No. 5.
That the Bill be considered in principle.

That the House consider the Bill in detail.
That the Clauses be passed.
That the Preamble be passed.
That Tuesday 13th May be fixed for the Final Consideration and Final Decision Stages.

Adjournment

At 1pm the House adjourned for lunch, returning at 2pm with the Bishop of Tuam, Limerick and Killaloe remaining in the Chair.

Bill (No. 6) To amend Chapter XIV of the Constitution of the Church of Ireland: NRA Anomaly

It was proposed by Mr Robert Neill, seconded by the Ven Barry Forde, and passed:

That leave be given to introduce Bill No. 6.
That the Bill be considered in principle.
That the House consider the Bill in detail.
That the Clauses be passed.
That the Preamble be passed.
That Tuesday 13th May be fixed for the Final Consideration and Final Decision Stages.

Bill (No. 7) To amend Chapter X of the Constitution of the Church of Ireland: Increase RB Co-Options

It was proposed by Mr Mike Johnston, seconded by Mr Oswyn Paulin, and passed:

That leave be given to introduce Bill No. 7.
That the Bill be considered in principle.
That the House consider the Bill in detail.
That the Clauses be passed.
That the Preamble be passed.
That Tuesday 13th May be fixed for the Final Consideration and Final Decision Stages.

Bill (No. 8) To amend Chapter III of the Constitution of the Church of Ireland: Forms of Declaration

It was proposed by Mr Quentin Teggin, seconded by Ms Mr Robert Syme, and passed:

That leave be given to introduce Bill No. 8.
That the Bill be considered in principle.
That the House consider the Bill in detail.
That the Clauses be passed.
That the Preamble be passed.
That Tuesday 13th May be fixed for the Final Consideration and Final Decision Stages.

Chair

The Primate resumed the Chair.

Suspension of Standing Orders

Permission was sought and granted by the synod for Standing Orders to be suspended.

Launch of New Liturgical Advisory Committee Resources

The Rev Julie Bell launched the Liturgical Advisory Committee's new resource for children's liturgical music.

Resumption of Standing Orders

Standing Orders were resumed.

Motion No. 2 (Electronic Voting at In-Person Meetings of the General Synod)

It was proposed by Ms Hazel Corrigan (On behalf of the Honorary Secretaries), and passed:

That Standing Order 44 be substituted for the following:

44. This Standing Order and Standing Order 45 shall apply to physical meetings of Synod.

(a) When any question is to be put to the Synod, the President shall rise and announce that "The question is that ...", thereupon reading or stating the question, and shall require that as many as are of that opinion shall say "Aye" and as many as are of the contrary opinion shall say "No". The President shall judge from the answers to such requests and state the result, as an opinion, of putting the question.

(b) After the President shall have stated the result, as an opinion, of the putting of any question, any member may call for a vote upon that question. If a vote is not called for, the President shall forthwith declare the result to be that which had previously been expressed as an opinion.

(c) When a vote is called for, it shall be taken by show of hands or by electronic means, unless 20 members request a division; and the President, before calling for a vote, shall afford sufficient opportunity for requests to be made for a vote by orders.

(d) A vote by orders shall be taken if ten members of either order or the provisions of Ch. 1 sec. 26 of the Constitution so require, and such vote shall be by show of hands or by electronic means unless a division is requested by the requisite number of members.

(e) When a division is to be taken, an interval of five minutes shall be allowed after which the doors shall be closed and the question put a second time. The president shall appoint two tellers for each side and order the house to divide; whereupon every member of the House of representatives present, and wishing to vote, shall record an opinion by passing into the lobby with the "Ayes" or with the "Noes". At the conclusion of the voting the tellers, having added their

own votes, shall report the result to the President, who shall communicate it to the Synod.

(f) No question shall be deemed to be carried in the House of Representatives unless, in the case of both orders voting together, there is a majority in favour of the same of the representatives voting thereon, or in the case of the votes being taken by orders there is a majority in favour of the same of the representatives of each order voting thereon. (But see S.O. 30(c) in the case of Special Bills.)

Motion No. 3 (Private Members' Motion: Solemnisation of Marriages in Secular Venues)

It was proposed by the Rev Canon Lesley Robinson (Dublin and Glendalough), seconded by Ms Nuala Dudley (Derry and Raphoe), and passed:

That the Standing Committee establish a working group (to include members of both the House of Bishops and the House of Representatives) to investigate the possibility of allowing Church of Ireland clergy to solemnise marriages in secular venues as part of the church's outreach, and that this Working Group brings its final report and recommendations to the General Synod of 2027 at the latest.

Report of the Commission for Christian Unity and Dialogue

It was proposed by the Rev Canon Stephen Fielding, seconded by the Rev Canon Katharine Poulton, and passed:

That the report of the Commission for Christian Unity and Dialogue be received.

Motion No. 4 (Commission for Christian Unity and Dialogue – Membership)

It was Proposed by the Rev Canon Stephen Fielding, seconded by the Rev Canon Katherine Poulton, and passed:

That the following be appointed to the Commission for Christian Unity and Dialogue for the coming year:

Ms Gina Copty

Very Rev Niall Sloane

Rev Canon Dr Daniel Nuzum

Rev Meurig Williams

Rev Suzanne Cousins

Ms Cate Turner

Rev Abigail Sines

Rev Canon Kevin O'Brien

Mr Femi Atoyebi

Dr Bridget Nicholls

Rev Dr Ryan Hawk

Adjournment

The House adjourned from 4pm until 4.30pm.

Report of the Board of Education

It was proposed by the Bishop of Clogher, seconded by Mr Mike Johnston, and passed:

That the report of the Board of Education be received.

Report of the Commission on Ministry

It was proposed by Capt. George Newell, seconded by Ms Judith Peters, and passed:

That the report of the Commission on Ministry be received.

Motion No. 5 (Commission on Ministry – Membership)

It was proposed by Capt. George Newell, seconded by Ms Judith Peters, and passed:

That the following be appointed by the General Synod as a member of the Commission on Ministry to serve until the day before the meeting of the General Synod of 2027:

Rev. Canon Lesley Robinson

Ecumenical Guests

Bishop Denis Nulty brought greetings to the Synod from the Roman Catholic Church.

Report of the Council for Mission

It was proposed by the Rev Jonathan McFarland, seconded by the Rev William Jeffrey, and passed:

That the report of the Council for Mission be received.

Adjournment

The Synod adjourned until Saturday 10th May.

SECOND DAY'S PROCEEDINGS

SATURDAY 10TH MAY 2025

The Chair was taken at 10am by His Grace the Lord Primate.

The opening worship was led by the Ven Leslie Stevenson.

Communication from the Representative Church Body

The following communication was received from the Representative Church Body:

10 May 2025

TO THE HONORARY SECRETARIES OF THE GENERAL SYNOD

CO-OPTED MEMBERS

I wish to advise you that at its meeting on 10 May 2025 the Representative Church Body elected the following co-opted members:

Mr David Lowe
Mrs Judith Peters

DAVID RITCHIE
Chief Officer and Secretary

Report of the Standing Committee

It was proposed by the Ven Jim Cheshire, seconded by Ms Helen Arnopp, and passed:

That the report of the Standing Committee be received.

Motion No. 7 (Racial Justice Sunday- The Primate's Ethnic Diversity, Inclusion, and Racial Justice Reference Group)

It was proposed by Dr Lucy Michael, seconded by the Rev Philip McKinley, and passed:

That, noting the celebration this year of Racial Justice Sunday at the National Cathedral, and the work of Churches Together in Britain and Ireland (CTBI) to raise awareness of the issue of racial justice over the past decade, and with thanks to the Liturgical Advisory Committee for their ongoing work to develop an official liturgical resource for future celebrations, and to the many parishes already working to address racial justice in their communities, each diocese

should seek to hold one Racial Justice Sunday service in a format and venue of their choosing on the second Sunday of February each year.

Motion No. 6 (Consistency Regarding Bills Process Terminology)

It was proposed by the Honorary Secretaries, and passed:

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

In S.O. 3 the words 'first and second readings' shall be replaced with 'introduction and principle stages'.

Report of the Liturgical Advisory Committee

It was proposed by the Very Rev Nigel Dunne, seconded by the Rev Adrian Dorrian, and passed:

That the report of the Liturgical Advisory Committee be received.

Motion No. 8 (Liturgical Advisory Committee – Membership)

It was proposed by the Very Rev Nigel Dunne, seconded by the Rev Adrian Dorrian, and passed:

That the following be elected to the Liturgical Advisory Committee to serve from 2025 to 2028:

Rev Julie Bell

Rev Adrian Dorrian

Very Rev Nigel Dunne

Very Rev Susan Green

Rev Canon Peter McDowell

Rev John McLoughlin

Mr John Morris

Mrs Jacqueline Mullen

Very Rev Lynda Peilow

Rev Nigel Pierpoint

Rev Alan Rufli

Re. Abigail Sines

Ven Dr Peter Thompson

Adjournment

The Synod adjourned for lunch from 1pm until 2pm.

Report of the Covenant Council

It was proposed by the Very Rev Nigel Dunne, seconded by the Ven Barry Forde, and passed:

That the report of the Covenant Council be received.

Motion No. 9 (Covenant Council- Membership)

AMENDMENT

The following amendment to Motion No. 9 was proposed by the Very Rev Nigel Dunne, seconded by the Ven Barry Forde, and passed:

Remove Very Rev Nigel Dunne and replace with Rev Martin Steele.

The following amended motion was then proposed by the Very Rev Nigel Dunne, seconded by the Ven Barry Forde, and passed:

That the following be elected as Church of Ireland Representatives on the Covenant Council for the coming year:

Rt Rev Michael Burrows, Bishop of Tuam, Limerick and Killaloe (Co-Chair)

Ms Elva Byrne

Rev Canon Dr Maurice Elliott

Ven Barry Forde

Rev Claire Kakuru

Rev Martin Steele

Report of the Pioneer Ministry Governing Council

It was proposed by Mr Alan Williamson, seconded by Ms Stella Obe, and passed:

That the report of the Pioneer Ministry Governing Council be received.

Ecumenical Guests

During the discussion on the report of the Pioneer Ministry Governing Council, the Rev Dr Sam Mawhinney brought greetings to the Synod from the Presbyterian Church in Ireland.

Report of the Representative Church Body

As the Chair of the Representative Church Body Executive Committee, Ms Hilary Prentice, is not a member of General Synod, leave was given for Ms Prentice to address the house on the report of the Representative Church Body to the Synod.

It was proposed by Mr Lyndon MacCann, SC. seconded by the Very Rev Niall Sloane, and passed:

That the report of the Representative Church Body, incorporating the report of the Church of Ireland Clergy Pensions Trustee DAC, be taken into consideration.

Motion No. 10 (Representative Church Body – Allocations)

It was proposed by Mr Lyndon MacCann, seconded by the Very Rev Niall Sloane, and passed:

That the General Synod hereby authorises the Representative Body to make the following allocations from General Funds in 2025:

	€
A. Maintenance of the stipendiary ministry	
• Episcopal costs	1,240,798
• Chaplaincy costs	431,200
• Miscellaneous	220,066
B. Pension related costs	-
C. Training of ordinands	1,424,727
D. General Synod activities	1,680,713
E. Miscellaneous	56,625
F. Pioneer Ministry	431,399
	5,485,528

Adoption of Report

It was proposed by Mr Lyndon MacCann, seconded by the Very Rev Niall Sloane, and passed:

That the report of the Representative Church Body, incorporating the report of the Church of Ireland Clergy Pensions Trustee DAC, be adopted subject to the resolutions already passed relating thereto.

Motion No. 11 (Clergy and Ministry Protection Fund)

It was proposed by Mr Lyndon MacCann, Seconded by the Very Rev Niall Sloane, and passed:

That, in accordance with the Statute Ch XVI of 2003 as amended by the Statute Ch III of 2015, the General Synod hereby affirms the decision of the Representative Body that the rate of contribution from each diocese to the Clergy and Ministry Protection Fund in respect of the year 2026 be set at 2.0% of the Minimum Approved Stipend in force at 1 January 2026 multiplied by the sum of the number of cures, including vacant cures, in such diocese at 30 June 2025.

Notice of Motion

The Synod was notified of a motion received by the Honorary Secretaries under Standing Order 31 (d) asking the Church of Ireland to call for a renewed ceasefire in Israel/Palestine. The Primate ruled that this motion would not be heard at this session of the General Synod and would be heard, instead, at the General Synod of 2026.

Ecumenical Guest

Dr Heather Payne brought greetings to the Synod from the Church in Wales.

Adjournment

The Synod was adjourned until 7pm on Tuesday 13th May 2025.

THIRD DAY'S PROCEEDINGS

REMOTE SESSION
TUESDAY 13TH MAY 2025

The Chair was taken at 7pm by His Grace the Lord Primate.

The opening worship was led by the Ven Leslie Stevenson.

Chair

The Bishop of Tuam, Limerick and Killaloe assumed the Chair.

Bills

Bill (No. 1) To amend the Synod Representation Table in Chapter I of the Constitution of the Church of Ireland

As ordered, Bill No. 1 was received for the Final Consideration and Final Decision Stages.

At this point, two infelicities were noted concerning typographical errors in the spellings of the Diocese of Ardfert and the Diocese of Kilmacduagh within the bill. The Synod voted that these infelicities be corrected in the 2025 Book of Statutes.

It was proposed by the Rev Canon Malcolm Kingston, seconded by Ms Hazel Corrigan, and passed:

> That Bill No. 1 to amend the Synod Representation Table in Chapter I of the Constitution be passed.

Bill (No. 2) To amend Chapter III of the Constitution of the Church of Ireland: Consistency in Cross-Referencing)

As ordered, Bill No. 2 was received for the Final Consideration and Final Decision Stages.

It was proposed by the Rev Canon Gillian Wharton, seconded by Mr Ken Gibson, and passed:

> That Bill No. 2 to amend Chapter III of the Constitution be passed.

Bill (No. 3) To amend Chapter VII of the Constitution of the Church of Ireland: Retirement Age of Archdeacons

As ordered, Bill No. 3 was received for the Final Consideration and Final Decision Stages.

At this point, an infelicity was noted concerning a typographical error resulting in the erroneous presence of the figure '40' within the bill. The Synod voted that these infelicities be corrected in the 2025 Book of Statutes.

It was proposed by the Bishop of Down and Dromore, seconded by Ms Judith Cairns, and passed:

That Bill No. 3 to amend Chapter VII of the Constitution be passed.

Bill (No. 4) To repeal Statute I of 1902 and make provision for a Constitution of Christ Church Cathedral, Dublin

As ordered, Bill No. 4 was received for the Final Consideration and Final Decision Stages.

It was proposed by the Ven Ross Styles, seconded by the Very Rev Stephen Farrell, and passed:

That Bill No. 4 to repeal Statute I of 1902 and make provision for a Constitution of Christ Church Cathedral, Dublin be passed.

Bill (No. 5) To amend Chapter XIII of the Constitution of the Church of Ireland: Glebe Agreements

As ordered, Bill No. 5 was received for the Final Consideration and Final Decision Stages.

It was proposed by the Ven Barry Forde, seconded by Ms Helen Arnopp, and passed:

That Bill No. 3 to amend Chapter XIII of the Constitution be passed.

Bill (No. 6) To amend Chapter XIV of the Constitution of the Church of Ireland: NRA Anomaly

As ordered, Bill No. 6 was received for the Final Consideration and Final Decision Stages.

It was proposed by Mr Robert Neill, seconded by the Ven Barry Forde, and passed:

That Bill No. 6 to amend Chapter XIV of the Constitution be passed.

Bill (No. 7) To amend Chapter X of the Constitution of the Church of Ireland

As ordered, Bill No. 7 was received for the Final Consideration and Final Decision Stages.

It was proposed by MR Mike Johnston, seconded by the Very Rev Niall Sloane, and passed:

That Bill No. 7 to amend Chapter X of the Constitution be passed.

Bill (No. 8) To amend Chapter III of the Constitution of the Church of Ireland: Forms of Declaration

As ordered, Bill No. 8 was received for the Final Consideration and Final Decision Stages.

It was proposed by Mr Quentin Teggin, seconded by Mr Robbie Syme, and passed:

That Bill No. 8 to amend Chapter III of the Constitution be passed.

Chair

The Primate resumed the Chair.

Report of the Marriage Council

It was proposed by the Rev Dr Leonard Madden, seconded by the Bishop of Meath and Kildare, and passed:

That the report of the Marriage Council be received.

Motion No. 12 (Marriage Council - Terms of Reference)

It was proposed by the Rev Dr Leonard Madden, seconded by the Bishop of Meath and Kildare, and defeated:

That the Terms of Reference of the Marriage Council be amended to remove the requirement to have a member from the House of Bishops.

Report of the Church of Ireland Youth Department

It was proposed by Mr Andrew Watson, seconded by the Bishop of Meath and Kildare, and passed:

That the report of the Church of Ireland Youth Department be received.

Motion No. 13 (Journal of the General Synod)

It was proposed by the Honorary Secretaries and passed:

That the Honorary Secretaries of the General Synod be instructed to publish with as little delay as possible, the Journal of the Proceedings of the General Synod during this session, with such appendices as they think expedient.

There being no further business, the session ended at 8.10pm.

RESOLUTIONS AND STATUTES
ADOPTED BY THE GENERAL SYNOD SESSION 2025

Statutes

I: To amend the Synod Representation Table in Chapter I of the Constitution
Principle Stage passed.
Amendment/Detail Stage passed.
Final Consideration and Decision Stage passed.

II: To amend Chapter III of the Constitution of the Church of Ireland: Consistency in Cross-Referencing
Principle Stage passed.
Amendment/Detail Stage passed.
Final Consideration and Decision Stage passed.

III: To amend Chapter VII of the Constitution of the Church of Ireland: Retirement Age of Archdeacons
Principle Stage passed.
Amendment/Detail Stage passed.
Final Consideration and Decision Stage passed.

IV: To Repeal Statute I of 1902 and Make Provision for a Constitution of Christ Church Cathedral, Dublin.
Principle Stage passed.
Amendment/Detail Stage passed.
Final Consideration and Decision Stage passed.

V: To amend Chapter XIII of the Constitution of the Church of Ireland: Glebe Agreements
Principle Stage passed.
Amendment/Detail Stage passed.
Final Consideration and Decision Stage passed.

VI: To amend Chapter XIV of the Constitution of the Church of Ireland: NRA Anomaly
Principle Stage passed.
Amendment/Detail Stage passed.
Final Consideration and Decision Stage passed.

VII: To amend Chapter X of the Constitution of the Church of Ireland: Increase RB Co-Options
Principle Stage passed.
Amendment/Detail Stage passed.
Final Consideration and Decision Stage passed.

VIII: To amend Chapter III of the Constitution of the Church of Ireland: Forms of Declaration
Principle Stage passed.
Amendment/Detail Stage passed.
Final Consideration and Decision Stage passed.

Resolutions

Electronic Voting at In-Person Meetings of the General Synod

That Standing Order 44 be substituted for the following:

44. This Standing Order and Standing Order 45 shall apply to physical meetings of Synod.

(a) When any question is to be put to the Synod, the President shall rise and announce that "The question is that ...", thereupon reading or stating the question, and shall require that as many as are of that opinion shall say "Aye" and as many as are of the contrary opinion shall say "No". The President shall judge from the answers to such requests and state the result, as an opinion, of putting the question.

(b) After the President shall have stated the result, as an opinion, of the putting of any question, any member may call for a vote upon that question. If a vote is not called for, the President shall forthwith declare the result to be that which had previously been expressed as an opinion.

(c) When a vote is called for, it shall be taken by show of hands or by electronic means, unless 20 members request a division; and the President, before calling for a vote, shall afford sufficient opportunity for requests to be made for a vote by orders.

(d) A vote by orders shall be taken if ten members of either order or the provisions of Ch. 1 sec. 26 of the Constitution so require, and such vote shall be by show of hands or by electronic means unless a division is requested by the requisite number of members.

(e) When a division is to be taken, an interval of five minutes shall be allowed after which the doors shall be closed and the question put a second time. The president shall appoint two tellers for each side and order the house to divide; whereupon every member of the House of representatives present, and wishing to vote, shall record an opinion by passing into the lobby with the "Ayes" or with the "Noes". At the conclusion of the voting the tellers, having added their own votes, shall report the result to the President, who shall communicate it to the Synod.

(f) No question shall be deemed to be carried in the House of Representatives unless, in the case of both orders voting together, there is a majority in favour of the same of the representatives voting thereon, or in the case of the votes being taken by orders there is a majority in favour of the same of the representatives of each order voting thereon. (But see S.O. 30(c) in the case of Special Bills.)

Private Members' Motion - Solemnisation of Marriages in Secular Venues

That the Standing Committee establish a working group (to include members of both the House of Bishops and the House of Representatives) to investigate the possibility of allowing Church of Ireland clergy to solemnise marriages in secular venues as part of the church's outreach, and that this Working Group brings its final report and recommendations to the General Synod of 2027 at the latest.

Commission for Christian Unity and Dialogue - Membership

That the following be appointed to the Commission for Christian Unity and Dialogue for the coming year:

Ms Gina Copty
Very Rev Niall Sloane
Rev Canon Dr Daniel Nuzum
Rev Meurig Williams
Rev Suzanne Cousins
Ms Cate Turner
Rev Abigail Sines
Rev Canon Kevin O'Brien
Mr Femi Atoyebi
Dr Bridget Nicholls
Rev Dr Ryan Hawk

Commission on Ministry - Membership

That the following be appointed by the Geneal Synod as a member of the Commission on Ministry to serve until the day before the meeting of the General Synod of 2027:

Rev. Canon Lesley Robinson

Racial Justice Sunday (The Primate's Ethnic Diversity, Inclusion and Racial Justice Reference Group)

That, noting the celebration this year of Racial Justice Sunday at the National Cathedral, and the work of Churches Together in Britain and Ireland (CTBI) to raise awareness of the issue of racial justice over the past decade, and with thanks to the Liturgical Advisory Committee for their ongoing work to develop an official liturgical resource for future celebrations, and to the many parishes already working to address racial justice in their communities, each diocese should seek to hold one Racial Justice Sunday service in a format and venue of their choosing on the second Sunday of February each year.

Consistency Regarding Bills Process Terminology

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

In S.O. 3 the words 'first and second readings' shall be replaced with 'introduction and principle stages'.

Liturgical Advisory Committee – Membership

That the following be elected to the Liturgical Advisory Committee to serve from 2025 to 2028:

Rev Julie Bell
Rev Adrian Dorrian
Very Rev Nigel Dunne
Very Rev Susan Green
Rev Canon Peter McDowell
Rev John McLoughlin
Mr John Morris
Mrs Jacqueline Mullen

Very Rev Lynda Peilow
Rev Nigel Pierpoint
Rev Alan Rufli
Re. Abigail Sines
Ven Dr Peter Thompson

Covenant Council – Membership

That the following be elected as Church of Ireland Representatives on the Covenant Council for the coming year:

Rt Rev Michael Burrows, Bishop of Tuam, Limerick and Killaloe (Co-Chair)
Ms Elva Byrne
Rev Canon Dr Maurice Elliott
Ven Barry Forde
Rev Claire Kakuru
Rev Martin Steele

Representative Church Body

- That the Report of the Representative Church Body, incorporating the report of the Church of Ireland Clergy Pensions Trustee DAC, be taken into consideration.

- That the General Synod hereby authorises the Representative Body to make the following allocations from General Funds in 2025:

	€
A. Maintenance of the stipendiary ministry	
• Episcopal costs	1,240,798
• Chaplaincy costs	431,200
• Miscellaneous	220,066
B. Pension related costs	-
C. Training of ordinands	1,424,727
D. General Synod activities	1,680,713
E. Miscellaneous	56,625
F. Pioneer Ministry	431,399
	5,485,528

- That the Report of the Representative Church Body, incorporating the report of the Church of Ireland Clergy Pensions Trustee DAC, be adopted subject to the resolutions already passed relating thereto.

Clergy and Ministry Protection Fund

That, in accordance with the Statute Ch XVI of 2003 as amended by the Statute Ch III of 2015, the General Synod hereby affirms the decision of the Representative Body that the rate of contribution from each diocese to the Clergy and Ministry Protection Fund in respect of the year

2026 be set at 2.0% of the Minimum Approved Stipend in force at 1 January 2026 multiplied by the sum of the number of cures, including vacant cures, in such diocese at 30 June 2025.

Journal of the General Synod

That the Honorary Secretaries of the General Synod be instructed to publish with as little delay as possible, the Journal of the Proceedings of the General Synod during this session, with such appendices as they think expedient.

STATUTES

OF

THE CHURCH OF IRELAND

passed in

THE SESSION OF THE GENERAL SYNOD 2025

CHAPTER I

To amend Chapter I of the Constitution of the Church of Ireland: Synod Representation Table

WHEREAS the Diocese of Tuam, Killala and Achonry has been united with the Diocese of Limerick, Ardfert, Aghadoe, Killaloe, Kilfenora, Clonfert, Kilmacduagh and Emly;

AND WHEREAS it is necessary to amend Table I of Chapter I of the Constitution to reflect this amalgamation;

BE IT ENACTED by the Archbishops and Bishops and by the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same, as follows: -

1. In this Statute, 'Chapter I' means Chapter I of the Constitution of the Church of Ireland.

2. The table contained in Chapter I, Part I, Section 4 (2) (a) shall be deleted and replaced by the following:

	2024-2026		2027-2032	
	Clerical	Lay	Clerical	Lay
Armagh	17	34	16	32
Clogher	14	28	13	26
Derry & Raphoe	19	38	18	36
Down & Dromore	28	56	26	52
Connor	29	58	26	52
Kilmore, Elphin & Ardagh	12	24	11	22
Dublin & Glendalough	21	42	19	38
Meath & Kildare	10	20	9	18
Cashel Ferns & Ossory	17	34	13	26
Cork Cloyne & Ross	13	26	11	22
Tuam, Limerick & Killaloe	19	38	16	32
TOTAL REPRESENTATION	597		534	

CHAPTER II

To amend Chapter III of the Constitution: Consistency in cross-referencing within the Constitution

WHEREAS it is desirable, that there is consistency and accurate cross-referencing in the Constitution of the Church of Ireland;

AND WHEREAS for this purpose it is necessary to amend Chapter III of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and by the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same, as follows: -

1. In this Statute, 'Chapter III' means Chapter III of the Constitution of the Church of Ireland.

2. In Chapter III, Part 1, section 14 shall be amended to read

14. In the year 2005 and triennially thereafter, there shall be elected from among the registered vestry members:

(a) Diocesan synod members and supplementalists in accordance with the provisions of Part I of Chapter II.

(b) Parochial Nominators and supplementalists in accordance with provisions Part II of Chapter IV.

CHAPTER III

To amend Chapter VII of the Constitution of the Church of Ireland: Retirement age of archdeacons (Consistency)

WHEREAS Statute III of 2024 amended Chapter II of the Constitution to raise the retirement age of archdeacons to seventy-five years;

AND WHEREAS there is a desire for consistency within the Constitution;

AND WHEREAS for this purpose it is necessary to amend Chapter VII of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and by the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same, as follows: -

1. In this Statute, 'Chapter VII' means Chapter VII of the Constitution of the Church of Ireland.

2. In Chapter VII, Part I section 5 shall be amended to read:

> The appointment of an archdeacon shall be made by the bishop of the diocese from among the beneficed or licensed clergy thereof; and it may be retained until such person has ceased to be beneficed or licensed in the diocese, or shall have been granted a retiring annuity under Chapter XIV, or shall have attained the age of seventy-five years, whichever be the earlier.

CHAPTER IV

To repeal Chapter I of 1902 and related legislation and to make provision for a Constitution of Christ Church Cathedral to provide for the regulation of the Cathedral of the Holy Trinity, commonly called Christ Church, Dublin and to make consequential amendments to the Constitution of the Church of Ireland

WHEREAS it is convenient to provide for a Constitution for the Cathedral of the Holy Trinity, commonly called Christ Church, Dublin to provide for the regulation of same;

AND WHEREAS for this purpose it is necessary to repeal Chapter I of 1902 and other related provisions;

AND WHEREAS for this purpose it is necessary to amend provisions of the Constitution of the Church of Ireland;

AND WHEREAS it is desirable that all members of the Cathedral Chapter, Board and others appointed to or holding office under the provisions prior to the enactment of the provisions of this Act continue to hold the same said offices in like manner upon the provisions of this Statute coming into effect;

AND WHEREAS it is desirable that the said Cathedral retain all the ancient prerogatives, rights and privileges as heretofore save as herein provided;

AND WHEREAS it is desirable that no change is made to the exclusive responsibility of the Dean and Chapter, subject to the consent of the Ordinary, for Divine Service AND WHEREAS it is desirable that no change be made to the responsibility of the Precentor subject to the Dean and Chapter for the direction of all arrangements connected with Choral Services AND WHEREAS it is desirable that no change be made to the composition and functioning of the Chapter AND WHEREAS it is desirable that no change be made to the respective powers of the Ordinary, Dean, Chapter and Cathedral Board AND WHEREAS it is desirable that no change be made to the appointment or roles of Dean’s Vicar or Honorary Clerical Vicars or the appointment of Preachers

AND WHEREAS it is desirable that no change be made to the membership of or election to the Synods of Dublin and Glendalough, it is necessary to limit the amendments made to the matters hitherto recited and provided for herein;

BE IT ENACTED by the Archbishops and Bishops and by the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same, as follows: -

1. In this Statute:

   (1) The "Cathedral" refers to the Cathedral of the Holy Trinity commonly called Christ Church, Dublin;

   (2) The "Constitution of Christ Church Cathedral, Dublin" refers to the Constitution of the Cathedral as set out in the Schedule to this Statute;

   (3) References to "Cathedral Board", "the Company" and "Company Board" shall have the same meaning as that provided for in article 1 of the Constitution of Christ Church Cathedral, Dublin;

   (4) References to "the coming into effect of the Constitution of Christ Church Cathedral, Dublin" shall be to 1 January 2026 or, where the said Constitution is brought into effect on another date or on several dates, to a date specified by the Standing Committee of the General Synod for this purpose;

   (5) "Article" refers to an Article of the Constitution of Christ Church Cathedral, Dublin.

2. The Constitution of Christ Church Cathedral shall provide for the regulation of Christ Church Cathedral, Dublin.

3. The Constitution of Christ Church Cathedral, Dublin shall have the like effect as if same were a Statute of the General Synod of the Church of Ireland.

4. The Constitution of Christ Church Cathedral, Dublin may only be amended whether by insertion, deletion or repeal by a Statute of the General Synod of the Church of Ireland.

5. Upon the coming into effect of the Constitution of Christ Church Cathedral, Dublin, the following statutes of the General Synod of the Church of Ireland, or the following sections thereof, stand repealed without prejudice to the validity of any action taken under them or any right or liability heretofore acquired or incurred under or pursuance of the provisions hereby repealed:

   (1) Chapter VII of 1886;

   (2) Chapter I of 1902;

   (3) Chapter V of 1920;

   (4) Chapter VI of 1920 (special session);

   (5) Chapter IX of 1971, Schedule, Section 9;

   (6) Chapter II of 1997;

   (7) Chapter IV of 2006;

   (8) Chapter VI of 2016;

   (9) Chapter V of 2017.

6. For the avoidance of doubt, Section 5 shall not affect the repeal of any Statute or provision repealed by any statute referred to in Section 5 or otherwise repealed, including for the avoidance of doubt the repeal of the following repealed Statutes:

   (1) Chapter IV of 1872;

   (2) Chapter I of 1874;

   (3) Chapter II of 1879;

(4) Chapter II of 1883.

7. For the avoidance of doubt:

(1) From the coming into effect of the Constitution of Christ Church Cathedral, Dublin, the Schedule to Chapter I of 1902 inserted by Section 2 of, and the Schedule to, Chapter V of 2017 is repealed;

(2) The Schedules to the Constitution of Christ Church Cathedral, Dublin, do not form part of Chapter VII of the Constitution of the Church of Ireland.

8. Upon the coming into effect of the Constitution of Christ Church Cathedral, Dublin, part (2) of the first Schedule of Chapter VII of the Constitution of the Church of Ireland shall be replaced with the following:

(2) Christ Church Cathedral, Dublin

2025 Cap IV

This statute repealed the previous provisions for the regulation of Christ Church Cathedral, Dublin and replaces it with a *"Constitution of Christ Church Cathedral, Dublin"* for the regulation of same. Under the Constitution of Christ Church Cathedral, Dublin, the Archbishop of Dublin is the Ordinary and has the right of appointing the Dean, and also has the right of appointing to the Dignities and Canonries with the exception of (a) the Canon chosen in accordance with the Schedule to Chapter IX of 1971, and (b) the Precentor, Dean's Vicar, Chapter Clerk and the Honorary Clerical Vicars appointed by the Dean and Chapter. The Constitution of Christ Church Cathedral, Dublin retains the prior provisions for the Chapter of Christ Church Cathedral including provisions for Ecumenical Canons and Honorary Lay Canons. The Constitution also provides for the composition and powers of the Board of Christ Church Cathedral and for the Board of *"Christ Church Cathedral, Dublin Company Limited by Guarantee"*. It also outlines the relationship between the Chapter, the Board and the Company, and the relationship and division of responsibilities between the three. The Constitution of Christ Church Cathedral, Dublin may only be amended by a statute of the General Synod.

9. This Statute shall come into effect on its enactment by the General Synod.

10. The Constitution of Christ Church Cathedral shall come into effect on 1 January 2026 or on such other day or days and to such extent as the Standing Committee of the General Synod shall direct, save that from the enactment of this Statute Articles 116 (upon having effect pursuant to Article 117), 119 and 121 shall have like force and effect as if a provision of this Statute.

11. This Statute may be cited as the Constitution of Christ Church Cathedral, Dublin Act 2025.

Transitional Provisions

12. The coming into effect of the Constitution of Christ Church Cathedral, Dublin shall not affect the lawfulness of any decision or appointment made under the law as it existed prior to the coming into effect of same.

13. For the avoidance of doubt individuals appointed to, or elected to, or otherwise holding the following offices or positions immediately prior to the coming into effect of the Constitution of Christ Church Cathedral, Dublin shall remain holding the said positions upon the coming into effect of the Constitution of Christ Church Cathedral, Dublin and shall continue to hold the said positions for the remaining length of time that they would have held such positions under the law as it existed on 31 December 2025 unless they resign, become disqualified or are removed as provided for under the Constitution of Christ Church Cathedral, Dublin or otherwise under the laws of the Church of Ireland:

(1) The Dean;

(2) The Dean's Vicar;

(3) The members of the Cathedral Chapter (including Ecumenical Canons, Precentor, Chancellor, Treasurer, Archdeacon of Dublin, Archdeacon of Glendalough, Prebendary of St Michael, Prebendary of St Michan, Prebendary of St John) and Honorary Lay Canons;

(4) Honorary Clerical Vicars;

(5) The members of the Diocesan Synod of Dublin and the Diocesan Synod of Glendalough elected at the 2023 Easter Vestry to represent Christ Church Cathedral and the Christ Church Cathedral Group of Parishes and the supplementalists similarly elected thereto.

(6) The members of the Cathedral Board.

14. Prior to the Easter General Vestry in the year 2026, all appointments to, removals from, vacancies in and otherwise pertaining to the composition of the Cathedral Board shall be determined in accordance with the provisions of law in force immediately prior to the coming into effect of the Constitution of Christ Church Cathedral, Dublin.

15. Save for the offices provided for in Section 13(1) to (5) inclusive, all office-holders and other roles specified under the Constitution of Christ Church Cathedral, Dublin shall be first appointed by the Dean, Chapter, Cathedral Board and Company Board, as the case may be, by the conclusion of the second Cathedral Board meeting following the coming into effect of the Constitution of Christ Church Cathedral, Dublin.

16. If the Deputy Dean, Chapter Clerk and Honorary Secretary are not appointed prior to the Easter General Vestry in the year 2026, all provisions of the Constitution of Christ Church Cathedral, Dublin relating to the Offices of Deputy Dean, Chapter Clerk and Honorary Secretary shall apply and refer to the respective office-holders appointed prior to the coming into effect of the Constitution of Christ Church Cathedral, Dublin.

17. Notwithstanding Articles 97 and 98, the first Cathedral Board and first Company Board meeting following the coming into effect of the Constitution of Christ Church Cathedral, Dublin (which meetings shall be held no later than one calendar month after the coming into effect of the Constitution of Christ Church Cathedral, Dublin), any Committees (whether Standing or ordinary) shall stand dissolved, and the respective Boards shall at those meetings establish the Standing Committees and appoint the Chairpersons and members thereof.

18. At the first Cathedral Board and first Company Board meeting following the coming into effect of the Constitution of Christ Church Cathedral, Dublin (save if also the first

Cathedral Board and first Company Board meeting following the Easter General Vestry in the year 2026), the Nomination Committee provided for in article 91(4) of the Constitution of Christ Church Cathedral, Dublin shall not be required to advise on the offices and roles set out in article 91(4)(c) and article 91(4)(e) of the same Constitution.

19. Notwithstanding Articles 97 and 98, at the first Cathedral Board and first Company Board meeting following the Easter General Vestry in the year 2026, any Committees (whether Standing or ordinary) shall stand dissolved, and the respective Boards shall at those meetings establish the Standing Committees and appoint the Chairpersons and members thereof.

20. All persons appointed by the Cathedral Board or the Company Board prior to the Easter General Vestry in the year 2026 (other than persons on contracts of service or for services, and for the avoidance of doubt not including members of the Board or of the Company Board) shall cease to hold office in the Cathedral and in the Company at the beginning, respectively, of the first Cathedral Board and first Company Board meeting following the Easter General Vestry in the year 2026.

21. The first meetings of the Cathedral Board and the Company Board following the Easter General Vestry in the year 2026 shall take place within 6 weeks thereof.

22. The second meeting of the Cathedral Board following the Easter General Vestry in the year 2026 shall take place on or by 30 June 2026.

SCHEDULE

CONSTITUTION OF CHRIST CHURCH CATHEDRAL, DUBLIN

Interpretation

1. (1) In this Constitution:

"Archbishop" means the Archbishop of Dublin and Bishop of Glendalough;

"Articles of Association" means the Articles of Association of the Company;

"Cathedral" means the Cathedral of the Holy Trinity commonly called Christ Church, Dublin;

"Cathedral Board" means the Board of the unincorporated association of Christ Church Cathedral, Dublin;

"Cathedral Board Officers" means the holder of a Cathedral Board Office;

"Cathedral Board Offices" means the Dean, Deputy Dean and such other offices as are established and appointed or deemed pursuant to articles 68 and 69;

"Clergy Member" means a member of the Church of Ireland in Holy Orders (for the avoidance of doubt including retired, non-stipendiary and self-supporting clergy and ordained local ministers);

"Clerical Member" means –

(a) a Clergy Member, and,

(b) a person in ministry (other than lay ministry) or in Holy Orders who is a member of a Church in full communion with the Church of Ireland as may from time to time be specified by the House of Bishops;

"Company" means "Christ Church Cathedral, Dublin Company Limited by Guarantee" (Registered Company Number 764600);

"Company Board" means the Board of directors of the Company from time to time;

"Constitution" means this Constitution (the Constitution of Christ Church Cathedral, Dublin) save where the context provides otherwise;

"Dean" means the Dean of Dublin and Dean of Glendalough;

"Memorandum of Association" means the Memorandum of Association of the Company;

"Statute", save where the context otherwise appears, means the Statute of the General Synod, Chapter IV of 2025 to which this Constitution is a Schedule.

(2) References in the Statute of the General Synod of the Church of Ireland, Session 1935, Chapter V to the *"*Board*"* shall, with respect to the Cathedral of the Holy Trinity, commonly called Christ Church, Dublin, be read as *"*the Company Board*"* within the meaning of this Constitution.

(3) Any word used in this Constitution has the meaning ascribed to it in the Constitution of the Church of Ireland and in the Statute.

The Ordinary

2. The Cathedral shall be the Cathedral of the Dioceses of Dublin and Glendalough, retaining all the ancient prerogatives, rights and privileges, as heretofore and the constitution of the Cathedral as hitherto provided for in the law of the Church of Ireland shall in all respects remain unaltered, save as provided in the Statute and this Constitution.

3. The Archbishop shall be the Ordinary of the said Cathedral, and shall have the right of appointing to the several Dignities and Canonries, with the exceptions mentioned in articles 16 and 28-37 hereinafter and in section 6 of the schedule to the Statute of the General Synod, Chapter IX of 1971.

The Dean and Chapter

4. (1) The Archbishop shall have the right of appointing the Dean, whenever a vacancy shall occur.

(2) The Dean shall be resident during ten months at the least of every year, and shall not hold any other office, the duties of which would in the opinion of the Ordinary, interfere with the discharge of his or her duties as Dean.

5. (1) The Chapter shall consist, with the Dean, of the Precentor, Chancellor, Treasurer, Archdeacon of Dublin, Archdeacon of Glendalough and twelve Canons, eight of whom shall be appointed from the beneficed or licenced clergy of the Diocese of Dublin and four from the beneficed or licenced clergy of the Diocese of Glendalough.

(2) Of such twelve Canons the first three in seniority of appointment shall bear respectively the name and style of Prebendary of St Michael, Prebendary of St Michan and Prebendary of St John.

(3) Precedence within the Chapter shall be in the following order of rank: the Dean; the Deputy Dean; the Precentor; the Chancellor; the Treasurer; the Archdeacon of Dublin; the Archdeacon of Glendalough; the Prebendary of St Michael; the Prebendary of St Michan; the Prebendary of St John; the nine other Canons in descending seniority of appointment.

Honorary Lay Canons

6. The Archbishop shall have the right to appoint at his or her sole discretion two honorary Lay Canons to the Cathedral, such appointments to be in recognition of particular and distinguished service to the Cathedral or to the United Dioceses of Dublin and Glendalough or the community in those dioceses or to the Church of Ireland.

7. A Lay Canon shall hold office for a term of five years from the date of appointment and shall be entitled to a designated seat in the Cathedral while holding such office. A Lay Canon shall be entitled to attend Chapter meetings at a non-voting member.

8. A Lay Canon who has served five years may be reappointed.

9. A Lay Canon may be removed by the Archbishop for cause shown.

Ecumenical Canons

10. The Archbishop may appoint two Ecumenical Canons to the Chapter. An Ecumenical Canon shall mean a minister or accredited preacher of one or other such Christian denominations not in full communion with the Church as may from time to time be specified by the House of Bishops. The Ecumenical Canons shall each have a designated stall in the Cathedral and shall be non-voting members of the Chapter.

11. Such Ecumenical Canons may be removed by the Archbishop for cause shown. Each Ecumenical Canon, if not so removed, shall hold office for a term of five years from the date of appointment or until such Ecumenical Canon shall resign from such office. An Ecumenical Canon who has served five years may be reappointed.

12. The appointment of an Ecumenical Canon shall not be effective unless and until that person shall make and subscribe before the Archbishop the declaration contained in the first schedule hereto annexed.

13. An Ecumenical Canon may be invited by the Archbishop to perform all or any of the following duties insofar as the same are consistent with the provisions of Canon 10 –

(1) To say or sing Morning or Evening prayer or the litany;

(2) To read the Holy Scriptures;

(3) To deliver an address;

(4) To assist at a Baptism, Marriage or Funeral Service or at the celebration of Holy Communion;

If the Ecumenical Canon is authorised to perform a similar duty in his or her own Church.

14. The Court of the General Synod shall have authority to determine all questions and disputes that may arise respecting the appointment or removal of an Ecumenical Canon.

Divine Service

15. Save to the extent otherwise provided for herein, the Dean and Chapter, with the consent of the Ordinary, shall be responsible for and may make regulations for the conduct of Divine Service in the Cathedral.

16. The Precentor (who must be skilled in music) shall be appointed by the Dean and Chapter and shall (subject to them) have the direction of all arrangements connected with the Choral Services.

17. The appointment of special and occasional preachers, and the arrangements for any services in addition to the ordinary Sunday and weekday services, shall be made by the Dean.

Deputy Dean

18. The Dean shall have power, at his or her discretion, to nominate a member of the Chapter who is a member of the Cathedral Board to act as Deputy Dean.

19. If the Dean is absent or incapacitated (as determined by the Archbishop), and if -

(1) No Deputy Dean has been nominated, or

(2) The Deputy Dean declines to act as Deputy Dean or otherwise is determined by the Archbishop to be unable to act as Deputy Dean (in which cases the Deputy Dean shall immediately cease to hold office as Deputy Dean),

the Archbishop shall appoint a member of the Chapter to act as Deputy Dean, who shall hold office for so long as the Archbishop considers the absence or incapacity to continue.

20. The Deputy Dean shall hold office at the pleasure of:

(1) the Dean, if appointed under article 18;

(2) the Archbishop for so long as the Dean is absent or incapacitated (as determined by the Archbishop).

21. The Deputy Dean shall cease to hold office as Deputy Dean if he or she ceases to be a member of the Chapter or ceases to be a member of the Cathedral Board.

22. In the absence or incapacity of the Dean, the Deputy Dean shall have all the powers of the Dean and shall discharge all the duties of the Dean.

23. Otherwise than in the absence of the Dean, the Dean may with the consent of the Archbishop (without prejudice to the operation of article 67(2)) delegate any powers or duties of the Dean (including as Incumbent) to the Deputy Dean for such duration as the Dean may determine.

24. Unless otherwise directed by the Archbishop, the Deputy Dean shall cease to hold office upon a vacancy in the office of the Dean.

25. The Deputy Dean shall continue to hold office upon the Dean remaining in office but ceasing to be a member of the Cathedral Board by operation of article 101(2)-(9).

Functioning of the Dean and Chapter

26. (1) A meeting of the Dean and Chapter may be summoned at any time by the Dean or in his or her absence by his or her Deputy and shall be summoned at any time on the written requisition of any six members of the Chapter, addressed to the Dean or to his or her Deputy, as the case may be.

(2) At the meetings of the Chapter, the Dean or in his or her absence, the Deputy Dean or thereafter the member of the Chapter next in the rank set out in article 5(3) who shall be present, shall preside and shall have both an ordinary and a casting vote.

(3) The Dean shall also have power, subject to confirmation by the Dean and Chapter, to represent and to act for the Dean and Chapter in cases of emergency, or in cases not otherwise provided for, when a meeting of the Dean and Chapter cannot conveniently be held.

Dignities

27. (1) No Clergy Member holding a Deanery, Dignity, Prebend, Canonry, Cure of Souls, Incumbency or Curacy not being in the Diocese of Dublin or of Glendalough, or being resident out of the said Dioceses shall be eligible to be Dean, Precentor, Chancellor or Treasurer of Christ Church Cathedral, unless he or she should resign such Dignity or Office and shall become resident in the Diocese of Dublin or of Glendalough.

(2) The acceptance of any Deanery, Dignity, Prebend, Canonry, Cure of Souls, Incumbency or Curacy not being in the Diocese of Dublin or of Glendalough or permanent resident out of the said Dioceses, by the Dean, Precentor, Chancellor or Treasurer of the Cathedral or any of the Prebendaries of the said Cathedral or by any of the Canons thereof, appointed or to be appointed from the said dioceses shall operate as a resignation of the Dignity or other office held by such person in the Cathedral.

Dean's Vicar

28. (1) A Dean's Vicar shall be appointed by the Dean and Chapter to conduct the choral services of the Cathedral.

(2) The Dean's Vicar shall be a clergy member in priest's orders licenced in the United Dioceses of Dublin and Glendalough (not being a member of the Chapter), skilled in chanting.

(3) The Dean's Vicar shall hold office at the pleasure of the Dean and Chapter and may be removed by the Dean and Chapter.

(4) The Dean's Vicar may receive a stipend.

29. (1) The Dean's Vicar shall not be a member of the Chapter but shall have the right to be present and to speak, but not to vote, at all meetings of the Chapter.

(2) The Dean's Vicar may be invited by the Cathedral or Company Board to be present and to speak, but not to vote, at the meetings of either Board.

30. The appointment of the Dean's Vicar shall not be effective until that person shall make and subscribe before the Dean the declaration contained in the third schedule hereto attached.

Chapter Clerk

31. Upon such terms as are approved by the Company Board, the Dean and Chapter may appoint a Chapter Clerk to act as secretary to the Chapter, to maintain the records of the Chapter and for such other purposes as the Chapter shall specify.

32. The Chapter Clerk shall hold office at the pleasure of the Dean and Chapter and may be removed by the Dean and Chapter.

33. The Chapter Clerk shall not be a member of the Chapter but shall have the right to be present and to speak, but not to vote, at all meetings of the Chapter.

34. Subject to article 33, the office of Chapter Clerk may be held together with any other office or employment within the Cathedral, including that of Dean's Vicar.

35. The appointment of a Chapter Clerk shall not be effective unless and until that person shall make and subscribe before the Dean the declaration contained in the Second Schedule hereto attached.

Honorary Clerical Vicars

36. The Dean and Chapter may, from time to time, if they think fit, appoint Honorary Clerical Vicars.

37. Honorary Clerical Vicars shall hold office at the pleasure of the Dean and Chapter.

Vestry Members

38. (1) There shall be Vestry Members registered for the Cathedral.

(2) The following shall be entitled to be registered as a Vestry Member:

(a) Every member of the Church of Ireland, aged eighteen years, who shall have been for six months previous to registration an accustomed member of the

congregation of the Cathedral, and shall be an annual contributor of at least one euro towards the funds of the Cathedral;

(b) Every member of the Church of Ireland, aged eighteen years, who shall contribute a sum of not less than five euro per annum towards the said funds, such contributions having been paid six months previous to registration;

(c) Every member of the Church of Ireland, aged eighteen years, who shall have contributed a sum of not less than fifty euro in one sum towards the said funds; and,

(d) Every member of the Church of Ireland, who would if the Cathedral were a parish be qualified as a Vestry Member under Part I of Chapter III of the Constitution of the Church of Ireland.

Synods Members

39. (1) The Dean of the Cathedral shall be ex-officio a member of the Synod of Dublin, and of the Synod of Glendalough.

(2) The remaining members of the Chapter (and the Chapter Clerk appointed under article 31 if the same is a licensed Clergy Member) shall each be *ex officio* a member of the Synod of the Diocese with which he or she is connected by benefice, licence, or permanent residence therein.

(3) The Dean's Vicar appointed under article 28(1) and the Chapter Clerk appointed under article 31 (if a licensed Clergy Member and if not otherwise a member of the Synods of Dublin or Glendalough) shall each be an *ex officio* member of the Synod of the Diocese of Dublin.

(4) The Registered Vestry Members shall be entitled to return Synods Members to the Diocesan Synod of Dublin, or of Glendalough, as the case may be, who shall be elected in the same manner, and shall possess the same rights and privileges, as the Synods Members returned under Chapter II of the Constitution of the Church of Ireland.

Cathedral Board

40. From the Easter General Vestry in the year 2026, the members of the Cathedral Board shall be appointed in manner hereinafter provided and consist of:

(1) the Dean,

(2) the Precentor (save, upon regulations of the Chapter, if the Precentor's responsibility under article 16 to direct arrangements for the Choral Services is assigned to the Dean for the time being by the Precentor for the time being), and

(3) two voting members of the Chapter (that is, excluding Honorary Lay Canons and Ecumenical Canons) elected by the Dean and Chapter immediately before or after the

Easter General Vestry (or three such members if the Precentor's responsibility under article 16 to direct arrangements for the Choral Services is assigned to the Dean for the time being by the Precentor for the time being);

(4) four laypersons (for the avoidance of doubt, not being Clergy Members), chosen by the Registered Vestry Members from amongst themselves at the Easter General Vestry;

(5) four persons appointed at the first meeting of the Cathedral Board after the Easter General Vestry by the members of the Cathedral Board identified in paragraphs (1), (2), (3) and (4) of this article, who are members of the Church of Ireland or who are members of a Church in full communion with the Church of Ireland as may from time to time be specified by the House of Bishops, providing that no more than six Clerical Members shall be members of the Cathedral Board.

41. Save for any person appointed pursuant to article 40(5), any member of the Cathedral Board ceasing to be a Dignity or Canon of the Cathedral, or a Registered Vestry Member, as the case may be, shall thereupon cease to be a member of the Cathedral Board.

42. Save in the case of Clergy Members where permitted by the laws of Ireland, no employee of the Cathedral or of the Company shall be eligible for election or appointment to the Cathedral Board, and upon becoming an employee of the Cathedral or of the Company shall thereupon cease to be a member of the Cathedral Board.

43. No former employee of the Cathedral or of the Company shall be eligible for election or appointment to the Cathedral Board until at least three years have elapsed since his or her last employment by either the Cathedral or the Company.

44. The members of the Cathedral Board elected pursuant to article 40(4) shall retire from office at the Easter General Vestry in every third year but shall severally be capable of re-election.

45. An appointment under article 40(5) or under articles 110-111 shall not be made until the views of the Nomination Committee (as to the proposed candidates and the balance of skills, experience and diversity on the Cathedral Board and Committees) are heard by the body so electing or appointing.

46. Upon the Honorary Secretary being notified that, in accordance with article 19, a Member of the Chapter is acting as Deputy Dean during the absence of the Dean, the Deputy Dean shall (if not already a member of the Cathedral Board) become an additional member of the Cathedral Board and shall remain a member of the Cathedral Board until the Dean notifies the Honorary Secretary that he or she is no longer absent.

47. The appointment of a Cathedral Board member under article 40(5) (being a Clerical Member and not being a Clergy Member) shall not be effective unless and until that person shall make and subscribe before the Dean a declaration in the form of the Fourth Schedule hereto annexed.

48. The appointment of Cathedral Board members (not being Clerical Members) under article 40(5) shall not be effective unless and until that person shall make and subscribe before the Dean the declaration contained in the Second Schedule hereto annexed.

49. At the Cathedral Board meeting following Easter in every year subsequent to a Triennial Easter Vestry meeting, one-third of the Chapter members appointed under article 40(3) and one-third of the Cathedral Board members appointed under article 40(5) (or, if their number is not divisible by 3, then the number nearest to and less than one-third) shall retire from office.

50. The Cathedral Board members to retire by rotation under article 49 who have been longest in office (as Chapter members or appointed Cathedral Board members) since their last appointment/election or re-appointment/election but as between persons who became or were last re-appointed/re-elected on the same day those to retire shall (unless they otherwise agree among themselves) be determined by lot.

51. A Cathedral Board member who retires may, if willing to act, be re-appointed (subject to any regulations the Cathedral Board may make in respect of the number of terms a Cathedral Board member may serve). If he or she is not re-appointed or deemed to be re-appointed pursuant to this Constitution he or she shall retain office until the Chapter or Cathedral Board, as the case may be, appoints someone in his or her place or, if it does not do so, until the end of the meeting convened to make such appointment.

52. The filling of a vacancy arising by operation of article 49 shall:

(1) be made in accordance with the provisions of articles 40-53, and not in accordance with articles 110-111.

(2) be made by:

(a) In the case of appointments under article 40(3) the Chapter at a meeting specially so convened, or

(b) in the case of appointments under article 40(5), the Cathedral Board after hearing the Nomination Committee.

53. The Cathedral Board may, prior to a Triennial Easter Vestry meeting, determine that all Board members be elected or appointed in accordance with the provisions of article 40 as if article 52 did not apply, and the provisions of article 40 shall apply thenceforward.

54. (1) The election of members of the Cathedral Board by the Dean and Chapter shall be subject to the right of appeal to the Diocesan Councils of Dublin and Glendalough jointly, by the Dean, or by any Member of the Chapter.

(2) The election of members of the Cathedral Board by the Registered Vestry Members shall be subject to the right of appeal to the Diocesan Councils of Dublin and Glendalough jointly, by the Dean, or by any Registered Vestry Member of the Cathedral.

(3) An appeal pursuant to this article may be made by lodging with the respective Secretaries of the Diocesan Councils of Dublin and Glendalough a written notice, within one fortnight after the election, specifying the grounds of objection to the election, and signed by the appellant.

(4) Upon receipt of the notice specified in paragraph 3 of this article by the respective Secretaries of the Diocesan Councils of Dublin and Glendalough, the Diocesan Councils of Dublin and Glendalough shall take such proceedings for hearing the appeal, and for deciding the questions raised thereby, as the said Councils shall deem fit and sufficient.

The Company

55. The members of the Cathedral Board provided for in this Constitution shall be the members and directors of the Company, and no other persons shall be the members and directors of the Company (save as provided in Article 87 of the Articles of Association).

56. The members of the Cathedral Board shall, in their capacity as directors of the Company, and subject to Article 87 of its Articles of Association, be the charity trustees of the Company, for so long as it is a registered charity.

57. The members of the Cathedral Board shall be the charity trustees of the unincorporated association of the Cathedral, for so long as it is a registered charity.

58. For the avoidance of doubt, and notwithstanding any transfer of a power, function or duty of the Cathedral Board to the Company, the Cathedral Board shall retain the powers, functions and duties of a Select Vestry, of Churchwardens and of Glebewardens under the laws of the Church of Ireland.

59. The members (and directors) of the Company shall be the members of the Cathedral Board who hold office at the time of these provisions coming into force, and who shall continue to hold office in accordance with this Constitution.

60. The Company Board (in their capacity as members of the Company) shall be permitted, with the consent of the Dean and Chapter and with the written consent of the Ordinary, to apply to the relevant authorities to alter the name of the Company to omit "Company Limited by Guarantee" from the name of the Company, and to otherwise change the name of the Company.

61. Save as to renumbering, the Company shall not, without the prior consent both of the General Vestry and of the Chapter and without the written consent of the Ordinary and without the consent of the relevant authorities where applicable, amend:

(1) the following Clauses of its Memorandum of Association –
    (a) Clause 3 (entitled "Main Object"),
    (b) Clause 6 (entitled "Income and Property") or
    (c) Clause 8 (entitled "Winding Up").

(2) the following Articles of its Articles of Association –

(a) Article 3 (providing that Cathedral Board members shall be Company Members, and no other persons),

(b) Article 48 (providing that only Company Members shall be Directors),

(c) Articles 56 (providing for the disqualification of Directors),

(d) Article 61 (providing that the chairperson of the Company Board shall be designated by the laws of the Church of Ireland),

(e) Article 66 (providing for written resolutions);

(f) Article 67 (providing for meetings by electronic means);

(g) Article 87 (providing for Visitation of the Cathedral).

62. The Company and the Company Board shall be bound by the same obligations of reporting, including financial reporting, within and to organs of the Cathedral and of the Church of Ireland as are the Cathedral and the Cathedral Board under the laws of the Church of Ireland.

63. So far as is consistent with the laws of Ireland, the Company and its directors and members shall be:

(1) bound by and subject to and shall act in compliance with the laws of the Church of Ireland;

(2) bound by and subject to and may be party to proceedings before the courts and tribunals to the Church of Ireland;

(3) bound by and subject to –

(a) the powers of the Archbishop under the laws of the Church of Ireland to mandate a Visitation and to appoint a Visitor to the Cathedral (including to the Cathedral Board or to or in respect of the members thereof) or to the Dean and Chapter,

(b) powers of the Archbishop hereby established to mandate a Visitation and to appoint a Visitor to the Company (including to the Company Board and the directors and members thereof) in the like manner and to the like extent as the Archbishop has the power under the laws of the Church of Ireland to appoint a Visitor to the Cathedral (including to the Cathedral Board and to or in respect of the members thereof), and, accordingly,

(c) the powers under the laws of the Church of Ireland of the Archbishop and of the Visitor and of other relevant persons under the laws of the Church of Ireland in respect of and during the pendency of and following the determination of a Visitation of the Cathedral (including to the Cathedral Board or to or in respect of the members thereof) or of the Dean and Chapter or of the Company (including to the Company Board and the directors and members thereof).

64. Save as to renumbering, the Company shall not amend Articles 88 and 89 of its Articles of Association (providing for submission of the Company and its Directors to the authority of the Church of Ireland, its courts, tribunals and laws).

65. For the avoidance of doubt, the Company is a body governed by the laws of the Church of Ireland for the purposes of Section 4 of Part I of Chapter XVII of the Constitution of the Church of Ireland and shall be bound by the provisions of the said Chapter.

Conduct of Meetings

66. (1) Subject to article 113, the Cathedral Board and the Company Board shall have the power to make rules and regulations for the times and conduct of their respective meetings.
(2) The President of the Cathedral Board and the Company Board shall be the Dean, or, in his or her absence, shall be the Deputy Dean or, in his or her absence, a member of the relevant Board present in an order determined by joint regulations of the Cathedral Board and the Company Board (or, absent such regulations, the President of the relevant Board shall be determined by the members of that Board who are present).
(3) The President of the Cathedral Board or the President of the Company Board, as the case may be, shall chair meetings of the relevant Board, and shall act as President of the relevant Board at and between meetings of the relevant Board.
(4) The President of the Cathedral Board or Company Board, as the case may be, shall have an ordinary and a casting vote, except that in the case of a casual vacancy of a representative of the General Vestry, a Clerical Member presiding in the Cathedral Board shall have a casting vote only.
(5) The Cathedral Board and the Company Board shall each meet not less than four times in each calendar year.
(6) A meeting of the Cathedral Board or the Company Board may be summoned at any time by the President of the said Board or shall be summoned by the Honorary Secretary at any time on the written requisition of four members of the said Board, addressed to the President of the said Board or to the Honorary Secretary, as the case may be.
(7) Articles 66 and 67 of the Articles of Association (relating to written resolutions and meeting by electronic means respectively) shall apply to the Cathedral Board and, *mutatis mutandis,* to the Chapter as if incorporated into the text of this Constitution.

67. (1) The Deputy Dean shall act as Vice-Chairperson of the Cathedral Board and the Company Board.

(2) Notwithstanding article 23, the Deputy Dean may be delegated duties by the Dean in his capacity as President of the Cathedral Board or in his capacity as President of the Company Board, and may otherwise be assigned duties by the said Boards, for such period as the Dean or either Board may determine.

Cathedral Board Offices

68. From the Easter General Vestry in the year 2026, in addition to the Dean and the Deputy Dean, the Cathedral Board shall appoint the following Officers from amongst its own members:

(1) A "Board Treasurer" (who shall advise the Cathedral Board and the Company Board on, and account to the Cathedral Board and the Company Board respectively for, the Cathedral's finances and the Company's finances, the ultimate responsibility for and decision-making in respect of which shall remain vested in the said Boards);

(2) Such other officers as it may from time to time determine.

69. From the Easter General Vestry in the year 2026, if the Honorary Secretary appointed under article 72 is a member of the Cathedral Board, he or she shall be deemed to be appointed by the Cathedral Board as a Cathedral Board Officer.

70. No person shall hold more than one Cathedral Board Office.

71. Cathedral Board Offices shall be Offices within the Cathedral Board and, insofar as is compatible with applicable law, within the Company Board with the same powers, duties, functions and other provisions set out herein.

Honorary Secretary

72. From the Easter General Vestry in the year 2026, the Cathedral Board shall appoint an Honorary Secretary.

73. The Honorary Secretary shall -

(1) maintain the records of the Cathedral (other than the Chapter), the Cathedral Board and the Company Board,

(2) for the purposes of the Constitution and laws of the Church of Ireland, act as Secretary of the Cathedral Board and of the Company Board,

(3) act for such purposes as the Cathedral Board and Company Board may specify,

subject to any permissible delegation or appointment which may be approved by the respective Boards.

74. The Honorary Secretary, or another person, may be appointed to act as Secretary for all or any regulatory purposes, including as:

(1) Secretary of the Company for the purposes of the Companies Act 2014 as amended, and,

(2) Secretary of the Cathedral and the Company for the purposes of the Charities Act 2009 as amended,

subject to any permissible delegation or appointment which may be approved by the respective Boards.

75. The Honorary Secretary shall report to the Cathedral Board and the Company Board in his or her capacity as Honorary Secretary for the functions assigned to him or her.

76. The Honorary Secretary need not be a member of the Cathedral Board or of the Company Board.

77. The Honorary Secretary shall have a right of attendance at meetings of the Cathedral Board and the Company Board if not a member of either.

78. The Secretary of the Company for the purposes of the Companies Act 2014 as amended shall have a right of attendance at meetings of the Company Board if not a member of the Company Board.

79. The Honorary Secretary, and the person or persons to whom is delegated regulatory functions of a Secretary under the Companies Act 2014 as amended or under the Charities Act 2009 as amended, or is appointed as Secretary of the Company for the purposes of the Companies Act 2014 as amended, may, subject to the laws of Ireland, be a body corporate.

80. The Cathedral Board and the Company Board may (by regulations or otherwise) appoint such persons, including persons on a contract of service or a contract for services, to advise it and execute its respective functions and those of Board Officers, with such duties, powers, reporting obligations and rights of attendance of the respective Board as the said Board may determine.

81. The Cathedral Board and the Company Board may entrust to and confer upon person appointed in accordance with article 80 any of the powers exercisable by them upon such terms and conditions and with such restrictions as they may think fit, and either collaterally with or to the exclusion of their own powers, and may from time to time revoke, withdraw, alter or vary all or any of such powers.

82. Any person appointed in accordance with article 80 or article 81 shall be appointed in respect either of the Cathedral or the Company or both.

83. The Cathedral Board or the Company Board, as the case may be, shall at all times retain ultimate responsibility for and decision-making authority in respect of any matter entrusted to or conferred upon any person appointed under and in accordance with article 80 or article 81.

84. The Honorary Secretary and any person appointed in accordance with articles 80 or article 81 shall not be –

(1) officers of the Cathedral or of the Company,

(2) charity trustees of the Cathedral or of the Company, or

(3) Cathedral Board Officers,

save if appointed members of the Cathedral Board, or (in respect of the Company) if appointed Secretary of the Company for the purposes of the Companies Act 2014.

85. The Honorary Secretary may be appointed as Chapter Clerk.

86. Save in exercise of any statutory powers, the Honorary Secretary and any person appointed in accordance with article 80 or article 81 may not give directions or instructions to the Cathedral Board or the Company Board or to a charity trustee or (save upon decision of the respective Boards with such restriction as they may think fit) to an officer (including an employed officer) of the Cathedral or of the Company.

87. The Honorary Secretary and Cathedral Board Officers (other than the Dean) shall serve until the first Cathedral Board meeting following the Triennial Easter Vestry at which they are appointed.

88. The Cathedral Board may at any time replace the Honorary Secretary and Cathedral Board Officers (other than the Dean and Deputy Dean).

89. Persons appointed in accordance with article 80 or article 81 shall be appointed on such terms and for such period as the relevant Board may determine and, without prejudice to the terms of any contract entered into in any particular case, may at any time revoke any such appointment.

90. The appointment of persons under articles 68, article 72, article 80 or article 81 may be required by the Cathedral Board and the Company Board (as the case may be), at its discretion, not to be effective unless and until that person shall make and subscribe before the Dean the declaration contained in the Second Schedule hereto annexed.

Committees

91. The Cathedral Board and the Company Board shall each establish the following Standing Committees ("Standing Committees"):

(1) A Finance Committee, to advise the respective Boards on, inter alia, the respective Boards' powers, duties and functions as set out in article 115(4);

(2) A Fabric Committee to advise the respective Boards on, inter alia, their powers, duties and functions as set out in article 115(1)-115(3) and as Glebewardens;

(3) A Governance Committee, to advise the respective Boards on the Cathedral and the Company's compliance with statutory requirements, requirements of the laws of the Church of Ireland and best practice in governance of charities and companies;

(4) A Nomination Committee, to advise –

(a) the Cathedral Board on the appointment of Board members under article 40(5) (including applicable vacancies under article 52(2)(b) and articles 110-111),

(b) the Cathedral Board on the appointment of Board Officers (other than the Dean and the Deputy Dean) and the appointment of the Honorary Secretary,

(c) the respective Boards on the appointment of the Chairpersons of Committees,

(d) the Cathedral Board and the Chapter on the nomination of the Cathedral roles established under article 100,

(e) the respective Boards, Dean, Chapter and General Vestry (as the case may be) on the appointment of such other persons as may be requested by the Boards to be advised upon, including (in respect of the Boards) the persons set out in articles 80-81 and article 115(5),

providing always that the recommendations of the Nomination Committee are advisory and are not binding;

(5) A Safeguarding Committee, to advise the respective Boards on the Cathedral and Company's compliance with responsibilities, best practice and Church policy, in respect of safeguarding of minors and other vulnerable persons (and which, for the avoidance of doubt, may consist of and may comprise the Safeguarding Trust Panel).

92. The respective Boards may establish other committees ("ordinary Committees") to assist in the discharge of its functions.

93. The respective Boards may add to the responsibilities of the Standing Committees and may assign the responsibilities of one Standing Committee to another as such Board may deem fit from time to time.

94. The respective Boards shall determine and publish the terms of reference of Standing and ordinary Committees.

95. Save as otherwise provided in the laws of the Church of Ireland, the Cathedral Board and the Company Board may delegate any of their respective powers to such person or persons as they think fit, including to Standing and ordinary Committees and including to executive officers (upon such terms and conditions and with such restrictions as the respective Boards may think fit).

96. Every Standing and ordinary Committee shall, in the exercise of the powers so delegated, conform to any regulations that may be imposed on it by the Cathedral Board and the Company Board (and otherwise to the procedures applicable to the respective Boards). The chairpersons and members of Standing and ordinary Committee shall be appointed by the respective Boards subject to the following:

(a) Save that the Finance Committee may be chaired by the Board Treasurer, and that the Nomination Committee may be chaired by a former member of the Cathedral Board, Standing Committees established by the respective Boards shall be chaired by members of the Cathedral Board who are not Board Officers.

(b) The President of the Cathedral Board for the time being and the President of the Company Board for the time being shall not chair a Committee.

(c) Standing and ordinary Committees may comprise persons not on the Cathedral Board (in addition to members of the Cathedral Board).

97. Standing Committees shall remain in existence perpetually notwithstanding a Triennial Easter Vestry.

98. Ordinary Committees shall stand dissolved and may be re-established at the first meetings of the respective Board following a Triennial Easter Vestry.

99. The term of members of Standing and ordinary Committees shall end at the first meetings of the respective Board following a Triennial Easter Vestry.

100. The Cathedral Board and Chapter may by joint regulations establish such Cathedral roles (not being Cathedral Board Offices, offices within or of either Cathedral Board or of the Chapter, nor charity trustees of the Cathedral or Company), for appointment by and with the consent of the Archbishop on the joint nomination of the Cathedral Board and Chapter, as may from time to time be required.

Vacancies in the Cathedral Board

101. The seat of a Cathedral Board member, including the seat on the Cathedral Board of the Dean and Deputy Dean, shall automatically become vacant if the Cathedral Board member:

(1) Dies;

(2) Resigns by notice in writing to the Company;

(3) Ceases to be qualified for the position of charity trustee under section 55 of the Charities Act 2009;

(4) Becomes prohibited or disqualified from being a Director by reason of any law or order made under the Companies Act 2014;

(5) Becomes subject to vacation of their seat in the Company by operation of Section 148(1) of the Companies Act;

(6) Would be vacated from directorship of the Company under Section 148(2) of the Companies Act 2014 if those provisions are applied, or as if those provisions had been applied, by the Company under its Articles of Association;

(7) Is removed as a Director from the Company pursuant to Section 146 of the Companies Act;

(8) Is otherwise ineligible to be appointed or to remain or ceases to be a director or member of the Company (including under Article 56 of its Articles of Association); or

(9) Holds any other office or place of profit in or from the Cathedral or in or from the Company, save as permitted by the laws of Ireland.

102. The seat of a Cathedral Board member, other than the seat of the Dean but including the seat of the Deputy Dean on the Cathedral Board, shall automatically become vacant if the Cathedral Board member:

(1) Is for more than one year absent from meetings of both the Cathedral Board and the Company Board;

(2) Within twenty-one days of being duly called upon to do so (or such lesser time as is required to comply with any statutory deadline), shall fail, refuse or neglect to execute any documentation that may be required of him or her, as a charity trustee of the Cathedral or the Company under the Charities Act 2009 as amended;

(3) If a Cathedral Board member conducts himself or herself in such a way as in the opinion of a two-thirds majority of the other members of the Cathedral Board in their absolute discretion the interests of either Board or of the Cathedral or of the Company would be prejudiced;

(4) Being a Clerical Member appointed under article 40(5) and not being a member of Church of Ireland, is subject to a restriction, deprivation or deposition in their own Church or religious community as is determined by a two-thirds majority of the Cathedral Board to be equivalent to such an order under Part IV of Chapter VIII of the Constitution of the Church of Ireland.

103. In respect of a vacancy in membership of the Cathedral Board, the Honorary Secretary shall:

(1) immediately notify such vacancy to the President of the Cathedral Board and the Chairperson of the Nomination Committee, and

(2) table any such vacancy as an agenda item at the next Cathedral Board meeting immediately following the occurrence of the vacancy.

104. The Honorary Secretary shall be required to table a resolution for vacancy at the next meeting of the Cathedral Board by reason of:

(1) any absence for six consecutive months without prior permission of either Board from meetings thereof. The Cathedral Board shall consider the matter at that meeting and shall determine whether permission shall be granted;

(2) any order, judgement, disqualification or otherwise referred to under article 101 or article 102(4) being brought to the attention of the Honorary Secretary. Where a decision of the Cathedral Board is required, the Cathedral Board shall consider the matter at that meeting;

(3) within twenty-one days of being duly called upon to do so (or such lesser time as is required to comply with any statutory deadline), a Company Board member (other than the Dean) failing, refusing or neglecting to execute any documentation that may be required of him or her, as a director of the Company under the Companies Act 2014 as amended.

105. If, within twenty-one days of being called upon to do so (or such lesser time as is required to comply with any statutory deadline), the Dean or any Clergy Member who is a member of the Cathedral Board shall fail, refuse or neglect to execute any documentation that may be required of him or her, as a charity trustee of the Cathedral or the Company or as a director of the Company, under the Charities Act 2009 as amended or under the Companies Act 2014 as amended, that person shall be liable to disciplinary action pursuant to Part IV of Chapter VIII of the Constitution of the Church of Ireland.

106. No member of the Cathedral Board, including the Dean, shall be entitled to receive notice of, or to attend or vote at meetings of the Cathedral Board for so long as he or she shall fail, refuse or neglect to execute the documentation in paragraph in article 102(2), article 104(3) or article 105. For the avoidance of doubt, this article does not apply to meetings of the Company Board.

107. Save in respect of membership of and exercise of the delegated powers of the Cathedral Board, no vacancy in membership of the Cathedral Board pursuant to article 101, article 102 and article 104(3) and article 102 shall affect:

(1) The Dean's role as Dean and as Incumbent;

(2) The Deputy Dean's role as Deputy Dean;

(3) The holding or exercise of any Cathedral Office (not being a Cathedral Board Office) by any Cathedral Officer;

(4) Membership of the Chapter by any member of the Chapter.

108. The provisions of article 101, article 102, article 103, article 104, article 107 and article 109 shall apply mutatis mutandis to the Honorary Secretary, to the Chairperson of Committees (including Standing Committees) and to any person appointed under article 80 or article 81 to whom is delegated any functions of the Board Treasurer.

109. Without prejudice to any right of action in the laws of the Church of Ireland (including those provided for or arising from Chapter VIII of the Constitution of the Church of Ireland), any person (other than a person subject to disciplinary action under article 105) affected by the operation of article 101, article 102, article 103, article 104, article 107 including a decision of the Cathedral Board under any of the same articles, shall have a

right of appeal to the Diocesan Councils of Dublin and Glendalough, which shall be made in the same manner and within the same period as the right of appeal in article 54.

110. Vacancies occurring in membership of the Cathedral Board, including vacancies arising by operation of article 101, article 102, article 104, and article 107 shall be filled by the Cathedral Board from persons qualified for election or appointment as provided in articles 40-53.

111. (1) Should, by operation of article 101, article 104, and article 107 or of the laws of the Church of Ireland or of the Articles of Association of the Company or of the laws of Ireland, the seat of the Dean be vacated, the Dean shall be eligible for re-appointment to the Cathedral Board pursuant to article 40(1) subject to articles 101-109 and to the laws of the Church of Ireland and to the Articles of Association of the Company and to the laws of Ireland.

(2) Should, by operation of article 101, article 102, article 104, and article 107 or of the laws of the Church of Ireland or of the Articles of Association of the Company or of the laws of Ireland, the seat of the Precentor (if serving on the Cathedral Board pursuant to article 40(2)) be vacated, the Precentor shall be eligible for re-appointment to the Cathedral Board pursuant to article 40(2) subject to articles 101-109 and to the laws of the Church of Ireland and to the Articles of Association of the Company and to the laws of Ireland.

112. (1) Only members of the Cathedral Board who are voting members of the Chapter can vote in the case of Chapter vacancies.

(2) Only lay Registered Vestry Members being members of the Cathedral Board can vote in the case of vacancies in representatives of Registered Vestry Members.

(3) A member of the Cathedral Board appointed under article 40(5) shall not be entitled to vote in an election to fill a casual vacancy among the elected members of the Cathedral Board.

(4) Persons chosen to fill casual vacancies arising under article 40(3), article 40(4) or article 40(5) shall (if he or she continues to be duly qualified) hold office for the duration of the term of the Cathedral Board member whose position has become vacant, subject to the provisions of article 49, article 50, article 51, article 52 and article 53.

Powers and Duties of the Cathedral Board, the Company and Officers

113. Save where otherwise provided for herein, the registration of Vestry Members, the election of Synods Members, the filling of vacancies, the business of the Company Board and the business of the Cathedral Board, shall be conducted in the same manner as for parishes under the provisions of the Constitution of the Church of Ireland, or as near thereto as circumstances and applicable law will permit.

114. The Dean, or his or her Deputy, shall have the powers and duties of an Incumbent.

115. The Cathedral Board shall have the powers, functions and duties of a Select Vestry and of Churchwardens and, without prejudice to the generality of the foregoing, shall have the control, charge and management of the following:-

(1) The preservation, restoration, and repair of the fabric of the Cathedral and all permanent structures therein.

(2) The lighting, heating and cleaning of the Cathedral.

(3) The ornaments of the Cathedral, the monuments, the tablets, windows and brasses to be placed in the Cathedral: provided that none shall be erected or placed in the Cathedral or removed therefrom without the consent or approval of the Dean and Chapter and of the Ordinary.

(4) The collections and all financial matters relating to the Cathedral, including the regulation of all salaries and pensions payable by the Cathedral Board.

(5) The appointment and removal of all lay officials of the Cathedral and all officers of the Cathedral whose appointment is not vested in the Archbishop, or in the Dean and Chapter, excepting the Verger (who shall be appointed and may be removed by the Dean).

116. Subject to article 117 and subject at all times to the provisions of articles 55-65, and to the Company at all times complying with the laws of the Church of Ireland, the Cathedral Board is authorised (by regulations, by agreement or otherwise) -

(1) to transfer, or

(2) to otherwise contract or engage in relation to the carrying out of,

any or all of its powers, functions and duties (including delegated powers, functions and duties and the committees and persons undertaking same) -

(a) under this Constitution (for the avoidance of doubt including those powers, functions and duties under article 113 and article 115) excluding its powers, functions and duties under articles 40-53, articles 66-90, article 100, articles 101-109, articles 110-111, and article 118, and excluding its powers to make regulations under articles 40(2) (to the extent jointly with the Chapter), 51, 66(2), 80, and 119, or

(b) under the Constitution of the Church of Ireland and the laws of the Church of Ireland other than this Constitution,

to the Company and to revoke, terminate or discontinue any such transfer, delegation, contract or engagement at any time, subject always to compliance with applicable law and to any relevant contractual arrangements.

117. The provisions of article 116 shall not have effect until, but shall have immediate effect upon, the Company:

(1) Being registered as a charity, and

(2) Having received a charitable tax exemption from the Revenue Commissioners.

Extinguishing any residual rights of Chapter officers over matters within the powers of the Cathedral Board

118. (1) No member of the Chapter (including the capitular offices of Precentor, Chancellor or Treasurer) shall exercise or enjoy any ancient prerogative, right, power or privilege in respect of any matter now within the powers or jurisdiction of the Cathedral Board save as is expressly granted to them by the Cathedral Board, and any such ancient prerogative, right, power or privilege hitherto or historically belonging to any member of the Chapter is extinguished.

(2) Nothing in paragraph (1) of this article affects –

(a) the prerogatives, rights, powers or privileges of members of the Chapter concerning matters falling within the jurisdiction of the Chapter or otherwise arising from the constitution of the Cathedral as hitherto provided for in the law of the Church of Ireland (save to the extent provided in the Statute and this Constitution); or

(b) the prerogatives, rights, powers and privileges of the Dean (whether as Dean or as Incumbent),

where those prerogatives, rights, powers and privileges are not within the exclusive powers or jurisdiction of the Cathedral Board.

(3) Save as otherwise provided in this article, nothing herein enacted shall prejudice the rights or privileges of the Dignities or other Clergy Members, or of the Officials, of the Cathedral, existing at the coming into effect of this Constitution.

Power of Boards to make rules and regulations

119. The Cathedral Board and the Company Board and the Chapter may make rules or regulations for the exercise of any of their powers (providing that the consent of the General Vestry shall be obtained for rules or regulations governing elections by the General Vestry, and the consent of the Ordinary shall be obtained for rules or regulations governing decisions requiring the Ordinary's consent).

120. A word or expression used in rules or regulations under this Constitution has the same meaning in the rules or regulations as it has in this Constitution.

Disposition of property, assets, liabilities and activities

121. For the avoidance of doubt, subject to any consents otherwise required by the laws of the Church of Ireland (including but not limited to Diocesan consents, episcopal faculties and permissions from the Representative Body of the Church of Ireland), the Cathedral Board shall be entitled on behalf of the Cathedral to sell, convey, manage, lease, let, alienate, mortgage, transfer, assign, licence, novate and otherwise transfer, dispose of or deal with –

(1) property (land, houses, property, shops, flats, maisonettes, reversions, interests, annuities, life policies and any other property real or personal, movable or immovable, either absolutely or conditionally and either subject or not to any mortgage, charge, ground rent or other rents or encumbrances),

(2) assets,

(3) liabilities, and

(4) activities

to the Company or to other persons.

FIRST SCHEDULE

DECLARATION FOR SUBSCRIPTION

I, A.B., do hereby solemnly declare that:

(1) I am a minister or accredited preacher of Church.

(2) I agree to be bound by the provisions of Part II of Chapter VII of the Constitution of the Church of Ireland and, to that extent only, I submit myself to the authority of the Church of Ireland, and to the laws and tribunals thereof.

(3) I A.B. do declare that I will perform Canonical obedience to the Ordinary of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin, and his or her successors, Archbishops of Dublin. I will observe the statutes and ancient customs of Cathedral of the Holy Trinity commonly called Christ Church, Dublin, so far as they are not repugnant to the laws of the Church of Ireland, I will keep private and undisclosed the secrets of the Chapter.

I subscribe the above declaration to be appointed to the office of Ecumenical Canon of the Cathedral of the Holy Trinity, commonly called Christ Church, Dublin.

SECOND SCHEDULE

DECLARATION FOR SUBSCRIPTION

I, A.B., do hereby solemnly declare that:

(1) I agree to be bound by the provisions of the Constitution of the Church of Ireland and I submit myself to the authority of the Church of Ireland, and to the laws and tribunals thereof, including in respect both of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin and Christ Church Cathedral, Dublin Company Limited by Guarantee and their respective Boards.

(2) I will observe the statutes and ancient customs of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin and, so far as they are not repugnant to the laws of the Church of Ireland or the laws of Ireland, I will keep private and undisclosed the secrets of the Cathedral Board, Company Board and Chapter.

THIRD SCHEDULE

DECLARATION FOR SUBSCRIPTION

I, A.B., do hereby solemnly declare that:

(1) I will perform Canonical obedience to the Ordinary of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin, and his or her successors, Archbishops of Dublin.

(2) I will observe the statutes and ancient customs of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin and, so far as they are not repugnant to the laws of the Church of Ireland or the laws of Ireland, I will keep private and undisclosed the secrets of the Cathedral Board, Company Board and Chapter.

FOURTH SCHEDULE

DECLARATION FOR SUBSCRIPTION

I, A.B., do hereby solemnly declare that:

(1) I am a minister or accredited preacher of Church.

(2) I agree to be bound by the provisions of Part II of Chapter VII of the Constitution of the Church of Ireland and, to that extent only, I submit myself to the authority of the Church of Ireland, and to the laws and tribunals thereof, including in respect both of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin and Christ Church Cathedral, Dublin Company Limited by Guarantee and their respective Boards.

(3) I A.B. do declare that I will perform obedience to the Ordinary of the Cathedral of the Holy Trinity commonly called Christ Church, Dublin, and his or her successors, Archbishops of Dublin. I will observe the statutes and ancient customs of Cathedral of the Holy Trinity commonly called Christ Church, Dublin, so far as they are not repugnant to the laws of the Church of Ireland or the laws of Ireland, I will keep private and undisclosed the secrets of the Cathedral Board, Company Board and Chapter.

I subscribe the above declaration to be appointed to the offices of member of the Cathedral Board and member of the Company Board of the Cathedral of the Holy Trinity, commonly called Christ Church, Dublin.

CHAPTER V

To amend Chapter XIII of the Constitution of the Church of Ireland: Glebe Agreements

WHEREAS it is desirable that a copy of the Glebe agreement provided for in Part I, section 4(a) of Chapter XIII of the Constitution of the Church of Ireland should be signed by the incumbent of a benefice prior to institution or licensing and should be held by the Representative Church Body, the Diocese Office and the Incumbent;

AND WHEREAS for this purpose it is necessary to amend Chapter XIII of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of Section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same as follows: -

1. In this Statute, 'Chapter XIII' means Chapter XIII of the Constitution of the Church of Ireland.

2. In Chapter XIII, Part I, Section 4 (a) shall be amended to read:

"4.(a) Every incumbent shall immediately prior to his/her institution or licensing, as the case may be, sign, in the presence of the diocesan bishop or his/her commissary, three copies of an acknowledgement or agreement in reference to the glebe appropriated for that incumbent's occupation or residence, in the form for the time being approved by the Representative Body, unless the diocesan council, with the consent of the Representative Body, shall, under special circumstances, adopt some other temporary arrangements for the letting or other use or occupation of any glebe house or lands which may not be suitable at the time for the use of the parish. One copy of the signed aforementioned agreement should be retained by the incumbent, one copy lodged with the diocesan office, and one copy lodged with the Representative Body.

The diocesan council of the diocese in which any parish is situated shall require the aforesaid procedure regarding the signing and return of such an agreement to be followed; and no incumbent shall be deemed to have entered into possession of the glebe until that incumbent shall have signed the appropriate agreement:

Provided always that in the case of an alternative glebe being substituted for that originally appropriated, the incumbent shall, before entering into possession thereof, sign an acknowledgement or agreement in reference to the alternative glebe so appropriated for such incumbent's occupation or residence."

CHAPTER VI

To amend Chapter XIV of the Constitution: NRA Anomaly

WHEREAS the Church of Ireland Clergy Pensions Trustee DAC and the Representative Body, as trustee and sponsor respectively of the Church of Ireland Clergy Pensions Fund want to ensure that any members of the clergy of the Church of Ireland who are members of the Church of Ireland Clergy Pensions Fund, who reached Normal Retirement Age before 1st January 2024 and who were not in receipt of pension benefits from the Church of Ireland Clergy Pensions Fund on 1st January 2024, are not in a less beneficial position when they receive a late retirement pension from the Church of Ireland Clergy Pensions Fund because they remained in service in the Church of Ireland after their Normal Retirement Age;

AND WHEREAS the Representative Body seeks to amend Section 45 of Chapter XIV of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of Section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same as follows: -

1. In this Statute, 'Chapter XIV' means Chapter XIV of the Constitution of the Church of Ireland.

2. For Section 45 of Chapter XIV there shall be substituted:

"45.(1) A Member of the Clergy, who is a member of the Fund and in Service in the Church of Ireland, who retires after reaching Normal Retirement Age, shall be entitled to a pension which shall be the product of a sum calculated in the following manner, that is to say Pensionable Stipend in force on the day on which that member retires, multiplied by such rate as the Trustee may determine on the advice of the Actuary.

(2) Where a Member of the Clergy, who is a member of the Fund and in Service in the Church of Ireland, reached Normal Retirement Age before 1st January 2024 but retires after 1st January 2024, that member may receive a pension calculated in accordance with the provisions of Section 45.(1) or may elect to receive a pension calculated in accordance with either the provisions of Section 45.(3) or the provisions of Section 45.(4).

(3) A Member of the Clergy, who is a member of the Fund and in Service in the Church of Ireland, who was a member of the Fund on 31st December 2008 but had not yet reached Normal Retirement Age and who subsequently retires after reaching Normal Retirement Age, shall be entitled to a pension which shall be the product of a sum calculated in accordance with the provisions of Section 42 applied on the day on which that member reached Normal Retirement Age, multiplied by such rate as the Trustee may determine on the advice of the Actuary.

(4) A Member of the Clergy, who is a member of the Fund and in Service in the Church of Ireland, who became a member of the Fund on or after 1st January 2009 and who subsequently retires after reaching Normal Retirement Age, shall be entitled to a pension which shall be the product of a sum calculated in accordance with the provisions of Section 43 applied on the day on which that member reaches Normal Retirement Age, multiplied by such rate as the Trustee may determine on the advice of the Actuary."

CHAPTER VII

To amend Chapter X of the Constitution: RB Co-Options

WHEREAS the Representative Body is the entity charged with representing the Church of Ireland and with holding property for the use and purpose of the Church of Ireland;

AND WHEREAS the Representative Body is comprised of *ex officio*, elected and co-opted members;

AND WHEREAS the range of activities undertaken by the Representative Body requires that the membership of its committees be comprised, *inter alia*, of persons with appropriate skills and experience in financial, investment, pensions, accounting, property, human resources and legal matters;

AND WHEREAS Chapter X of the Constitution of the Church of Ireland currently makes provision for the co-option of eleven members to the Representative Body;

AND WHEREAS co-option represents the most efficient method for ensuring that the Representative Body has members with the necessary skills and experience;

AND WHEREAS the Representative Body considers that the ability to co-opt eleven members is insufficient to ensure that, at all material times, it has sufficient members with the necessary skills and experience not only to meet current requirements but also to allow for proper succession planning;

AND WHEREAS the Representative Body also considers that the process of co-option also provides an opportunity to strive for greater age, gender and ethnic representation within its membership;

AND WHEREAS the Representative Body seeks to amend Chapter X of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of Section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of the same as follows: -

1. In this Statute, 'Chapter X' means Chapter X of the Constitution of the Church of Ireland.

2. In Section 4 of Chapter X the following shall be substituted for subsection (1):

"(1) The co-opted members shall consist of 18 persons to be chosen, insofar as practicable, having regard to the following criteria:

a) The need to have members with appropriate skills and experience, including but not limited to skills and experience in the areas of finance, pensions, investment, accountancy, property, human resources and law.

b) The desirability of having a membership with an appropriate level of age, gender and ethnic representation.

c) The desirability of having a co-opted membership from throughout the island of Ireland."

CHAPTER VIII

To amend Chapter III of the Constitution: Forms of Declaration

WHEREAS it is desirable to amend the current forms of declaration for laypersons or members of the clergy who are eligible and who seek to be registered in the register of vestry members for a parish, to create a single form of declaration and to comply with the provisions of the General Data Protection Regulation (GDPR).

AND WHEREAS for this purpose it is necessary to amend Chapter III of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and by the clergy and laity of the Church of Ireland in General Synod assembled in Naas and subsequently by electronic communications technology in accordance with the provisions of section 14 of Chapter I of the Constitution of the Church of Ireland in the year 2025 and by the authority of same, as follows: -

1. In this statute, 'Chapter III' means Chapter III of the Constitution of the Church of Ireland
2. In Chapter III, Part 1, the first paragraph of section 4 shall be amended to read as follows:

   > 4. In every parish there shall be a list of persons qualified to be vestry members, which shall have been settled at a meeting of all persons claiming to be so qualified: Provided that the name of a person shall not be placed on the list until that person has signed the form of declaration contained in the schedule to this Chapter.

3. In the schedule to Chapter III, the forms of declaration shall be replaced with a single form as follows:

SCHEDULE MENTIONED IN THE FOREGOING CHAPTER

I _____(name in block capitals) do hereby solemnly declare:

That I am a member of the Church of Ireland aged 18 or over:

That I am usually resident at the address below:

Address: _____

_____Postcode/Eircode_____

That I wish my name to be added to the register of members of the general vestry for the parish or district of:_____

in the diocese(s) of_____

☐ * That I am resident within the above parish boundaries and that I am not registered as an accustomed member of the general vestry for any other church, chapel or church hall in the same parish or district

or

☐ * That I have for the three calendar months past been, and now am, an accustomed member of the congregation attending the church, chapel or church hall in said parish or district and that I am not registered as an accustomed member of the general vestry for any other church, chapel or church hall in Ireland

That I consent to this form being retained in a secure location within the parish or district, for reference purposes during the time that I am a member of the general vestry of the above parish or district.

That I hereby consent to my personal data being used by Parish Officials/Officers to send me communications relating to parish or district business.

That In the absence of a Court Order or statutory obligation, my personal data shall not be shared with any person external to the parish or district without my prior consent in writing.

That I may withdraw consent to the use of my personal data for parish or district business communications at any time that I am a member of the general vestry of the parish or district.

Signed:_____

Email Address: _____(optional)

Date:_____

* Tick whichever box is appropriate

CHURCH OF IRELAND

GENERAL SYNOD

2025

BOOK OF REPORTS

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* The reports of the Church of Ireland Clergy Pensions Trustee DAC (page 77) and the Church of Ireland Pensions Board (page100) are incorporated into the Report of the Representative Church Body.

If you require the Book of Reports in another format, please contact the General Synod Office
email: synod@rcbcoi.org

CHURCH OF IRELAND

THE REPRESENTATIVE CHURCH BODY

REPORT 2025

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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

Chair

The Most Rev John McDowell, Archbishop of Armagh



The Most Rev John McDowell

Committee Chairpersons

Executive	Ms Hilary Prentice*
	Mr Lyndon MacCann SC (Deputy)
Allocations	Canon Graham Richards
Investment	Mr Leslie Ruttle
Property	Ms Helen Arnopp†
Stipends	Mr Michael Johnston
Library and Archives	Mr Oswyn Paulin
Legal Advisory	Mr Lyndon MacCann SC
Audit	Mr Lyndon MacCann SC

Chief Officer and Secretary

Mr David Ritchie

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

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

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Church of Ireland House
Church Avenue
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Email <office@rcbcoi.org>
Web <https://rcb.churchofireland.org>

Library

Braemor Park
Churchtown
Dublin D14 N735

Tel 01-4923979
Email <library@rcbcoi.org>
Web <https://library.churchofireland.org>

The Representative Church Body is Registered Charity Number 20003623.
CHY (Revenue) Number: 2900.

The Representative Church Body has determined that it needs to meet the Additional Standards of the Charities Governance Code, and that it has complied with all sections of the Charities Governance Code.

* appointed May 2024 in place of Mr Henry Algeo (retired May 2024)
† appointed October 2024 in place of Mr Keith Roberts (retired October 2024)

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

In accordance with the Charter of Incorporation (1870) the Representative Body is composed of *ex-officio*, elected and co-opted members. The *ex-officio* members are the archbishops and bishops, the elected members consist of one clerical and two lay representatives for each diocese and the co-opted members consist of persons equal in number to the number of dioceses. (See also *Constitution of the Church of Ireland* Chapter X).

The Representative Body is composed of the following members, shown with recorded attendance figures for the four meetings held during 2024. Two Honorary Secretaries of the General Synod are in attendance at meetings.

A Archbishops and Bishops: *ex-officio* members (11)

4 The Most Rev John McDowell, Archbishop of Armagh
3 The Most Rev Dr Michael Jackson, Archbishop of Dublin
1 The Most Rev Pat Storey, Bishop of Meath and Kildare
4 The Rt Rev Ian Ellis, Bishop of Clogher
4 The Rt Rev Andrew Forster, Bishop of Derry and Raphoe
2 The Rt Rev David McClay, Bishop of Down and Dromore
4 The Rt Rev George Davison, Bishop of Connor
4 The Rt Rev Ferran Glenfield, Bishop of Kilmore
3 The Rt Rev Adrian Wilkinson, Bishop of Cashel, Ferns and Ossory
2 The Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross
3 The Rt Rev Michael Burrows, Bishop of Tuam, Limerick and Killaloe

B Elected members (33)

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

Armagh	3	Ven Dr Peter Thompson (2027)
	1	Mrs Yvonne McFarland (2025)
	3	Mrs Jane Leighton (2026)
Clogher	3	Ven Paul Thompson (2027)
	4	Dr John Graham (2025)
	3	Mrs Ethne McCord (2026)
Derry and Raphoe	4	Rev Canon Henry Gilmore (2027)
	3	Mr Stanley McFarland (2025)
	1	Mr Samuel Hudson (2026)
Down and Dromore	4	Ven Mark Harvey (2027)
	2	Mrs Diane Ruddock (2025)
	4	Mr Michael Johnston (2026)
Connor	2	Ven Barry Forde* (2027)
	2	Dr Scott Brown† (2025)
	3	Mr Oswyn Paulin (2026)
Kilmore, Elphin and Ardagh	3	Very Rev Nigel Crossey (2026)
	1	Ms Sarah Taylor (2027)
	0	Dr Rita Day (2025)
Dublin and Glendalough	0	Ven David Pierpoint (2027)
	4	Mr Robert Neill (2025)
	4	Mr Derek Neilson (2026)
Meath and Kildare	3	Ven Leslie Stevenson (2027)
	4	Mr Mark Potterton (2025)
	4	Mr Timothy Smyth (2026)
Cashel, Ferns and Ossory	3	Very Rev Stephen Farrell (2026)
	2	Mr William Galloway (2027)
	4	Mrs Hazel Corrigan (2025)
Cork, Cloyne and Ross	3	Very Rev Nigel Dunne (2026)
	1	Mr John Buttimer‡ (2027)
	4	Ms Helen Arnopp (2025)
Tuam, Limerick and Killaloe	2	Very Rev Niall Sloane (2026)
	3	Mrs Heather Pope (2025)
	3	Mr Roy Benson (2025)

C Co-opted members (11)

1 Mr Henry Algeo§ (2027)
2 Ms Julie Beck (2026)
0 Mr David Lowe (2025)
2 Mr Lyndon MacCann SC§ (2027)
3 Mr William Oliver (2026)
2 Mrs Judith Peters (2025)
3 Ms Hilary Prentice§ (2027)
3 Canon Graham Richards§ (2027)
0 Mr Leslie Ruttle (2026)
2 Mrs Wendy Taylor (2026)
0 Mr Richard Temperley‖ (2027)

In attendance: Honorary Secretaries of General Synod

4 Rev Canon Gillian Wharton
4 Mr Ken Gibson

---

* elected June 2024 in place of Ven Stephen McBride (retired June 2024)
† elected June 2024 in place of Mrs Cynthia Cherry (resigned April 2024)
‡ elected October 2024 in place of Mr Keith Roberts (retired October 2024)
§ eligible to attend three meetings maximum due to triennial retirement (re-elected May 2024)
‖ elected May 2024 in place of Mr Henry Saville (retired May 2024)

COMMITTEES OF THE REPRESENTATIVE BODY

The Executive, Allocations, Investment, Property, Stipends, Library and Archives, Legal Advisory and Audit Committees are elected triennially from the members of the Representative Body. The current triennium for members and chairpersons ends in September 2025. Membership details together with numbers of meetings held and record of attendances for the year 2024 are shown below.

EXECUTIVE COMMITTEE



Ms Hilary Prentice

8 meetings

Ms Hilary Prentice* - 8
(Chair)

Most Rev John McDowell	7	Very Rev Nigel Crossey	8
Most Rev Dr Michael Jackson	1	Rev Canon Henry Gilmore	8
Rt Rev Dr Paul Colton	6	Very Rev Niall Sloane	7
Canon Graham Richards	8	Mr Henry Algeo‡	6
Mr Leslie Ruttle	5	Mr Lyndon MacCann SC (Deputy Chair)	8
Ms Helen Arnopp†	2	Mr Robert Neill	6
Mr Michael Johnston	8	Mr Oswyn Paulin§	6
		Adviser: Mr Henry Saville‖	8
		Honorary Secretary of General Synod in attendance: Rev Canon Gillian Wharton	7

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

The Archbishops and the Chairpersons of the Allocations, Investment, Property and Stipends Committees are *ex officio* members of the Executive Committee. Mr Henry Saville was appointed as an Adviser in 2024. During 2024 Rev Canon Gillian Wharton attended Executive Committee meetings as an Honorary Secretary of the General Synod.

Prayer read at the commencement of all Executive Committee meetings

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

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* appointed May 2024 (formerly a member) in place of Mr Henry Algeo (retired as Chair May 2024)
† appointed October 2024 in place of Mr Keith Roberts (retired October 2024)
‡ elected May 2024 (on retirement as Chair) in place of Mr Henry Saville (retired May 2024)
§ elected December 2024 (formerly an adviser) in place of Ms Hilary Prentice (appointed Chair May 2024)
‖ appointed adviser May 2024 (formerly a member)



Canon Graham Richards

ALLOCATIONS COMMITTEE

3 meetings

Canon Graham Richards - 3
(Chair)

Ms Helen Arnopp*	1	Most Rev John McDowell	2
Rt Rev Andrew Forster	2	Mr Robert Neill	3

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



Mr Leslie Ruttle

INVESTMENT COMMITTEE

4 meetings

Mr Leslie Ruttle - 4
(Chair)

Mr Roy Benson	4	Ms Hilary Prentice†	2
Mr William Galloway	4	Mrs Wendy Taylor	3
Mr David Lowe	3	Mr Richard Temperley‡	4

The function of the Investment Committee is to undertake oversight and supervisory duties in relation to the investment of funds managed by the Representative Body (RB). The Committee reports to the RB through the Executive Committee and conducts its business in accordance with the *Constitution of the Church of Ireland*, the Committee's Terms of Reference, applicable legislation or regulation, the RB's policy in relation to Environmental and Social Governance (ESG) and the RB's general policies, principles and values.

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* resigned October 2024 following appointment as Chair of the Property Committee
† resigned July 2024 following appointment as Chair of the Executive Committee
‡ elected May 2024 in place of Mr Leslie Ruttle (appointed Chair October 2023)

PROPERTY COMMITTEE



Ms Helen Arnopp

5 meetings

Ms Helen Arnopp* - 1
(Chair)

Very Rev Nigel Crossey	2	Mrs Ethne McCord	5
Dr Rita Day	4	Mr Stanley McFarland	5
Ven Barry Forde†	0	Mr Mark Potterton	5
Mrs Jane Leighton	3	Mrs Diane Ruddock‡	3
		Adviser: Mr Sam Harper	2

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

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

STIPENDS COMMITTEE



Mr Michael Johnston

3 meetings

Mr Michael Johnston - 3
(Chair)

Ms Julie Beck	1	Mrs Jane Leighton	3
Rt Rev Dr Paul Colton§	1	Mr William Oliver	3
Mrs Hazel Corrigan	3	Mrs Heather Pope¶	0
Very Rev Stephen Farrell‖	1	Rev Canon Paul Thompson	3

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

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* appointed October 2024 in place of Mr Keith Roberts (retired October 2024)
† elected December 2024 in place of Ven Stephen McBride (retired June 2024)
‡ elected March 2024 in place of Ven Roderic West (retired September 2023)
§ resigned February 2025
‖ elected March 2024 in place of Rev Canon Nicola Halford (retired October 2023)
¶ elected December 2024 in place of Ms Helen Arnopp (resigned October 2024 following appointment as Chair of the Property Committee)



Mr Oswyn Paulin

LIBRARY AND ARCHIVES COMMITTEE

3 meetings

Mr Oswyn Paulin - 3
(Chair)

Rt Rev Michael Burrows	2	Very Rev Niall Sloane	2
Mrs Heather Pope	2	Rt Rev Adrian Wilkinson	1
Advisers:			
Rev Canon Dr Maurice Elliott	1	Canon Dr Kenneth Milne	2
Rev Dr Adrian Empey	2	Rev Robin Bantry White	2

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



Mr Lyndon MacCann

LEGAL ADVISORY COMMITTEE

0 meetings

Mr Lyndon MacCann SC
(Chair)

Mr Anthony Aston SC	Mrs Judith Peters
The Hon Mr Justice Declan Budd	Mr William Prentice
Rt Rev Dr Paul Colton	Mr Andrew Walker

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



Mr Lyndon MacCann

AUDIT COMMITTEE

5 meetings

Mr Lyndon MacCann SC - 5
(Chair)

Mr Henry Algeo*	0		Mr Roy Benson	5
Ms Julie Beck	5			
		Adviser:	Mr Henry Saville†	5

The Audit Committee's primary function is to assist the Representative Body in fulfilling its oversight responsibilities by reviewing the financial statements, the systems of internal control, the audit process and the risk register. The Committee meets twice yearly with the auditors, PricewaterhouseCoopers, to review the scope of the audit programme prior to audit, the outcomes for the year when the audit is completed and any issues arising from the audit. The Committee reviews the risk register annually.

* elected December 2024 in place of Mr Henry Saville (retired May 2024)
† appointed adviser May 2024 (formerly a member)

REPORT ON THE YEAR 2024

Mission and strategy of the RCB

The RCB's mission is to support the mission and ministry of the Church of Ireland. The strategic priorities, as set in 2023, are detailed below:

1. Funding of Curacies – supporting the future of stipendiary ministry
2. Third Level Chaplaincy – to develop a comprehensive funding strategy
3. Integrate Pioneer Ministry – supporting the develop of new forms of mission
4. Property and Library Strategy – developing a future focused campus
5. MindMatters – promoting positive mental health
6. Introducing a committee agenda and papers management system
7. Focusing on committee succession planning
8. Developing a clergy leadership development programme



Progress on these initiatives is reported twice yearly to the Executive Committee.

The Executive Committee held its annual Strategy Away Day in October, this was an opportunity for the members of the Executive Committee, as the registered charity trustees for the RCB, to consider progress towards the strategic priorities identified during the previous year's strategic review.

During 2024, the Irish government enacted the Charities (Amendment) Act 2024. The provisions of the Act will be introduced into Irish law by way of Statutory Instrument, the first of which was issued at the end of January 2025. The provisions of the Act will require the RCB to maintain a register of members, being the members of the Representative Body of the Church of Ireland.

Each year, the Executive Committee reviews compliance with the Charities Regulator's Charities Governance Code, and we are pleased to report that the Executive Committee determined that the RCB was fully compliant.

Financial Performance

Global financial markets performed well during the year, led by the US and developed market equity. The emerging theme of Artificial Intelligence particularly for some of the larger US technology companies attracted investors who recognised the potential for this technology to offer efficiencies. The US market benefited from strong consumer spending, low unemployment and impressive earnings, leading to a strong dollar. The US presidential elections however dampened outlook as the new president focused on tax cuts and tariffs.

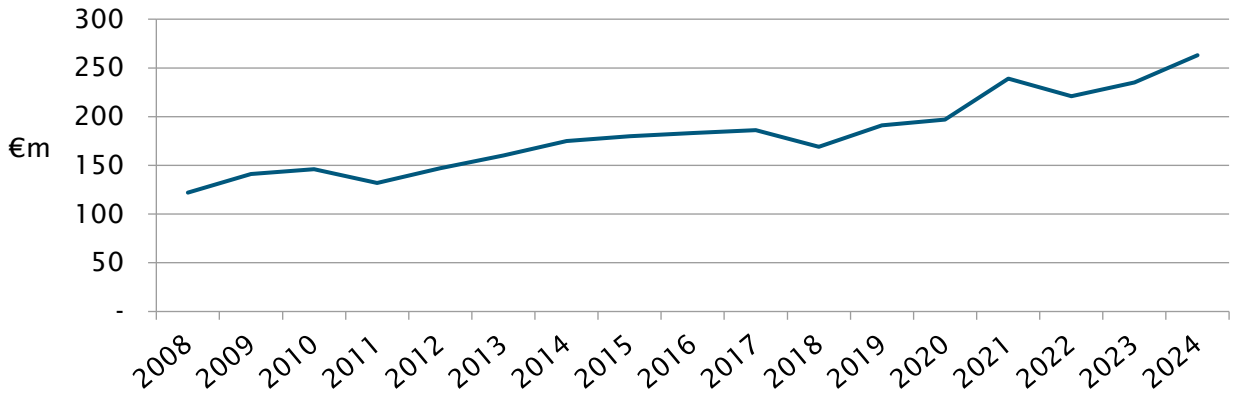
The political environment in the UK and Europe remains sensitive, with the continuing war in Ukraine and the trade issues arising post-Brexit. The UK and Europe will be impacted by any US trade tariffs but probably less so than China and Canada for whom US trade are critical for their economies. Fixed income markets underperformed due to persistent inflation and a slower than anticipated rate of interest rate cuts.

During 2024, RCB General Funds and the Clergy Pensions Fund benefited from a growth focused investment strategy.

During 2024 the total funds available to the RCB increased by 11% to €274m (2023: €246m), this increase is attributed to general improvements in global financial markets.

The value of General Funds invested assets at the end of the year was €263m (2023: €235m). Between 2010 and 2014 €25m of General Funds was transferred to the Clergy Pensions Fund. Since this exceptional withdrawal General Funds has recovered steadily as shown in the graph below.

General Funds Invested Assets



Total Return

The RCB operates a Total Return methodology to determine the deemed income that can be allocated towards the operation of the RCB and for allocations to church activities.

The Total Return formula used to budget RCB expenditure for 2024 was:

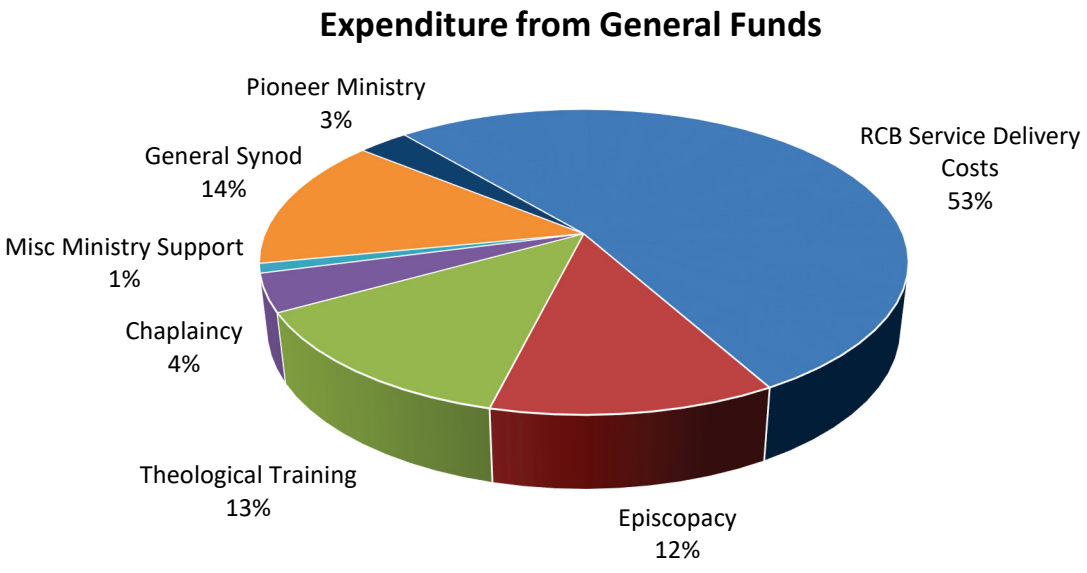
Total Return maximum withdrawal = 3.6% of the previous 5-year average opening General Funds balance

During 2024, a review of the maximum withdrawal rate from the RB General Funds was carried out, with consideration given to the historical returns generated by General Funds, the long-term inflation forecast and expected future returns. Following this review the RCB on the recommendation of the Executive Committee agreed to increase the maximum withdrawal rate from 3.6% to 3.9% of RB General Funds for 2025 and 2026, with the maximum withdrawal rate to be reviewed during 2026 to determine the maximum rate for 2027. This increase in maximum withdrawal rate follows the 0.1% increase that was applied for 2024.

Allocations

The RB General Funds are the unrestricted funds in relation to which the Total Return withdrawal rate is used to determine expenditure and allocations.

During 2024 budgeted expenditure from General Funds and other central funds was as shown below:



	2024	2023
RCB service delivery including staff costs	€4.5m	€4.1m
Episcopacy including maintenance of See Houses	€1.1m	€1.0m
Theological Institute including grants and housing	€1.2m	€1.1m
Chaplaincy including Belfast and Dublin	€0.3m	€0.3m
Clergy pension costs		€0.1m
Misc. ministry support		€0.1m
General Synod including CIYD, education and press office	€1.2m	€1.1m
Pioneer Ministry	€0.3m	€0.2m
Total budgeted expenditure	€8.6m	€8.0m

In relation to clergy pension costs, it should be noted from 2024 that the costs incurred by the RCB in winding up the former Clergy Standard Life AVC schemes and transferring clergy defined contribution pensions to master trust arrangements have been included in RCB service delivery costs.

During 2024, the RCB approved funding for the appointment of an additional lecturer for the Church of Ireland Theological Institute (CITI) with this new appointment expected to be appointed in advance of lecture term beginning in September 2025. The RCB also, on the recommendation of the Allocations Committee, approved an increase in the annual grants provided to full-time students at CITI. These grants were increased to 25% MAS for single students and 35% MAS for married students. The increases applied from 1 September 2024.

Pioneer Ministry

Pioneer Ministry is a movement within the Church of Ireland to reach those with little or no connection to the good news of Jesus Christ. In 2022, the RCB approved a request from the Pioneer Ministry Council for a budget to cover the costs of the Pioneer Ministry National Leadership Team and to provide funding for three Pioneer Ministry projects per year with ministry funding for the first five years of each project. In 2023, the RCB approved the governance and reporting arrangements and a more ambitious budget which included establishing five Pioneer Ministry projects each year. The RCB approved the Pioneer Ministry training agreement with Church Army through which CITI will host training provided by Church Army. During 2024, the Pioneers Approvals Committee approved the first four Pioneer Ministry projects:

1. South Lisburn Community Church
2. Spiritual tourism and pilgrimage pioneer project in the 'Diocese of the West'
3. Church Plant in partnership with the parish of Crumlin & Chapelizod
4. Mourne Community Church, Warrenpoint

For 2024, the budget for the fifth Pioneer Ministry project was allocated towards the training of four pioneers where their projects did not require project funding. The eight Church of Ireland pioneers began their training with Church Army at the Church of Ireland Theological Institute in September 2024.

Strategic priorities

During 2024, following the review of the Total Return maximum withdrawal rate and the additional funds that became available following that review, the RCB received requests for additional funding, which it considered and approved on the recommendation of the Executive Committee. These were:

Curacy, offering grants for parishes taking on curates who are appointed during 2025, with a fixed grant of £22,000 or €27,000 for the first three years of curacy, requiring a budget of €86,515 for 2025, and for which training rectors will be required to complete training at CITI.

Chaplaincy, funding for third level chaplaincy with an increase of €100,000 and a further €50,000 from Sundry Projects, for which dioceses may apply through the Allocations Committee, with chaplaincy training to be offered through CITI.

Family and Children's Ministry, funding for the employment of an outreach worker to support parishes with resources and training.

Safeguarding, funding to employ Safeguarding Case Workers to support parish queries who will work with diocesan compliance officers and the diocesan bishop. The budget for 2025 and 2026 is €200,000 per year after which the costs are to be paid from an increase in the safeguarding levy.

School Patronage, funding of €55,000 per year to recruit education advisors employed by the RCB to support bishops in their role as school patrons.

MindMatters, funding of €40,000 for further training and to provide ongoing clergy support.

The financial costs associated with the funding requests above have been included in the five-year budgets for the RCB, with the expectation that the parish safeguarding levy will increase in 2027 to cover some of the costs of the RCB providing a safeguarding service to parishes and dioceses of the Church of Ireland.

Church Fabric and Development Fund

In 2016 the Church Fabric and Development Fund was broadened to allow the application of some of the central fund towards initiatives that would facilitate the strategic growth of the Church of Ireland. The guidelines for application to the central fund were that initiatives should:

- Develop the strategic advancement of church or mission
- Be applicable to more than one diocese
- Raise the public profile of the Church of Ireland
- Be sustainable in the medium term.

During 2024 the RCB Church Fabric and Development Fund Sub-Group approved the following grants from the central fund:

- Armagh Cathedral – grant for the hosting of a royal visit £2,000
- Grant to support the service marking the covenant with the Moravian Church £2,100
- Grant to display of the Red Book of Ossory at St Canice's Cathedral, Kilkenny €20,000
- MindMatters Project training funding €20,000

RCB staff organisation

The RCB as the charitable trustee of the Church of Ireland for dioceses and parishes in the Republic of Ireland and Northern Ireland acts as the steward for the church financial and property resources, providing the following services:

- Investment management
- Property and trust administration
- Clergy payroll and pension administration
- Safeguarding and human resource advice
- Legal, GDPR and charities advice
- Library and archive management
- Synod, communications, education, and committee support

RCB staff activities are managed by RCB Heads of Departments with operational coordination through the RCB Coordination Group which comprises the Heads of Departments plus the heads of smaller departments. The Heads of Departments meet weekly while the RCB Coordination group meets every two weeks.

RCB staff offices are located at Church House Dublin, the RCB Library, and the RCB offices in Belfast. The RCB operates a remote working policy requiring staff to work a minimum of two days a week from an RCB office, with Heads of Departments required to work three days a week from an RCB office.

The RCB currently leases its offices in Belfast and is working with the dioceses of Connor to identify a suitable permanent office for the RCB and the dioceses.

Risk management

The Audit Committee, chaired by the Deputy Chair of the Executive Committee maintain oversight of the macro and operational risks for the RCB. This oversight includes the review of a Church of Ireland and RCB Risk Register. During 2024, the Audit Committee recommended the appointment of the financial advisory services firm Interpath as internal audit service provider to the RCB. The first internal audit will be completed during 2025.

Communications

The staff of the RCB provide guidance and training for parishes, diocesan secretaries, diocesan communications officers, parish treasurers and members of select vestries.

The RCB provides guidance to members of the Church of Ireland through the Church of Ireland website, the Safeguarding website, the Church of Ireland Youth Department website and the Family and Children Ministry website. In particular, RCB departments provide guidance on many aspects of church administration through the Parish Resources section of the Church of Ireland website.

During 2024, the Church of Ireland website suffered sustained Distributed Denial-of-Service attacks. Following discussion with our website consultants the RCB recommended the migration of the Church of Ireland website from the <www.ireland.anglican.org> domain to <www.churchofireland.org>. This was approved by the Executive Committee and communications sent to Archbishops and Bishops, committee members, diocesan staff and clergy informing them of the issues and notifying them of the change in website address. The migration has resolved the stability issues.

On Parish Resources, during 2024 the RCB issued guidance for parishes on how to comply with Health & Safety legislation in Northern Ireland and the Republic of Ireland, as well as guidance on the preservation and the recording of the lending of church plate. Parish Resources is available to all parishes through the Church of Ireland website.

Safeguarding

The RCB Safeguarding department is responsible for the development of safeguarding policy, delivery of training, and provision of advice in relation to the safeguarding of children and vulnerable adults. During the year, RCB staff presented the medium-term strategy to the Standing Committee of General Synod, completed the development of the Safeguarding database which will hold contact information, training records, vetting contact information and advice provided. The Safeguarding Officers provided training to child safeguarding panels, those involved in adult safeguarding, students in CITI and those involved in pastoral ministry. The first safeguarding newsletter was issued in December 2024, and new editions will be published twice yearly.

During 2024, the RCB completed a review of the safeguarding service provided by the RCB. This review was presented to the Safeguarding Board and then reported to the Executive Committee. The report considered the current service provided by the RCB, and the operation of safeguarding within the comparable organisations. The safeguarding review made the following recommendations:

- Safeguarding staff should be organised by specialism, for example policy, training or case management
- Introduction of multidisciplinary triage to ensure consistency of advice and reducing single staff responsibility
- The recruitment of additional staff to support case management

During 2025, the RCB will be restructuring the department and recruiting Safeguarding Case Workers to support the enhanced support required by parishes and dioceses.

RB General Unit Trusts

The RCB offers parishes and dioceses the opportunity to purchase units in either the Sterling RB General Unit Trust (NI) or the Euro RB General Unit Trust (RI). These RCB managed unit trusts are established as Common Investment Funds, with the objective of providing Unit Holders with a stable source of income and capital growth. The Unit Trust funds are managed by external and internal fund managers, with investment portfolio management provided by RCB staff, reporting to the RB Investment Committee. The RCB issues half-yearly unit trust income and valuation statements to Unit Holders and monthly unit prices made available through the Parish Resources section of the Church of Ireland website.

During 2024, the decision was taken to increase the June dividend per unit to 7.3p for the RB General Unit Trust (NI) (2023: 6.3p) and to 7.8c for the RB General Unit Trust (RI) (2023: 7.3c). The Unit Trusts maintain a Dividend Equalisation Reserve to ensure dividend stability.

The dividend paid and yield based on average bid price for the year to 31 December 2024 and the year end unit prices for both units were:

	Dividend per unit (yield)	Year-end unit price
RB General Unit Trust (RI)	13.0c (2.74%)	€4.74 (2023: €4.54)
RB General Unit Trust (NI)	12.8p (2.95%)	£4.33 (2022: £4.25)

Clergy Pensions

There are three clergy pension schemes supporting the post-retirement needs of clergy. These are the defined benefit Clergy Pensions Fund, which was closed in 2013, and the current active defined contribution Master Trusts, one for Northern Ireland and the other for the Republic of Ireland.

Clergy Pensions Fund

The Trustee of the Clergy Pensions Fund has pursued an investment growth strategy supported by a contingent secured loan of €20m from the RCB. This investment strategy delivered impressive investment returns resulting in a year-end fund value of €216m (2023: €206m). During 2024, the Trustee de-risked the pension investments from 60% growth assets to 50% growth assets. During the year, the scheme Actuary completed the scheme's triennial actuarial valuation as at 30 September 2024. This actuarial valuation reported an improvement in scheme solvency which should allow the Trustee to offer further pension increases while also providing the opportunity to further de-risk the scheme's investment portfolio.

The Clergy Pensions Fund is a mature pension scheme which at 31 December 2024 had 470 pensions in payment comprising 323 retired members and 147 surviving spouses, and 234 members who were serving in ministry. During the year, the Trustee reviewed and removed the restriction on early retirements that had been imposed as a consequence of the Funding Proposal and solvency.

The RCB supports the Clergy Pensions Fund with investment advice, company secretarial and pension administration. In recent years the Trustee has approved and implemented policies to ensure that the scheme is compliant with the European Union (Occupational Pension Schemes) Regulations, 2021 (IORP II). The Trustee has appointed Lane Clark Peacock to advise on investment strategy, Forvis Mazars as Internal Audit Key Function Holder, and Mercer as Risk Management Key Function Holder.

On 31 December 2023, the Clergy Pensions Fund exited the Funding Proposal which had been agreed with the Pensions Authority in 2013. The exit from the Funding Proposal and the improved solvency of the Fund allowed the Trustee implement exceptional increases to pensions in payment and Pensionable Stipend on 1 January 2024. The Fund is supported by a Clergy Pensions Fund solvency levy of 3% of Minimum Approved Stipend per cure. This levy was reduced from 13% in 2024. Given the solvency of the scheme, the requirement for this levy will be considered during 2025.

During 2024, further increases in Pensionable Stipend and pensions in payment were approved to take effect on 1 January 2025, as follows:

	Sterling	Euro
Pensionable Stipend	£33,390 (2024: £31,800)	€42,247 (2024: €40,622)

	2024	2025
Pensions payable in Sterling (inclusive of any increases required by law)	24.7%	5%
Pensions payable in Euro	12.2%	4%

During 2024, the Trustee considered the implications of the exceptional increases in Pensionable Stipend and pensions in payment for certain clergy who reached Normal Retirement Age before 31 December 2023, but who were still serving in ministry after 1 January 2024. For these clergy their pensions are calculated, in accordance with the *Constitution of the Church of Ireland*, based on Pensionable Stipend at the date on which they reached Normal Retirement Age and as a consequence they did not benefit from the exceptional increases in Pensionable Stipend and pensions in payment applied on 1 January 2024. The Trustee requested the Actuary to propose a means of resolving this issue. The legislation reflecting the Actuary's recommendation will be submitted for consideration by the General Synod in May 2025.

Following the decision of the Trustee and the approval of General Synod in 2024 that it was no longer in the interests of members to continue to administer the scheme's Standard Life AVC Schemes, the RCB as administrator managed the transfer of member proceeds to those members' pension funds within the Clergy Defined Contribution Pension Schemes. The wind up of the former Standard Life Schemes is continuing and is expected to be completed during 2025.

Clergy Defined Contribution Pension Schemes

Since 2013, stipendiary members of the clergy have been entitled to become members of the Clergy Defined Contribution Pension Scheme for Northern Ireland or the Clergy Defined Contribution Pension Scheme for the Republic of Ireland, depending on whether they are in receipt of Sterling or Euro stipend. Any benefits accruing from these schemes are in additional to any benefits accruing under the Clergy Pensions Fund. The parish contribution to the Clergy Defined Contribution Pension Schemes, following the approval of General Synod in 2023, increased from 8% to 13% on 1 January 2024.

During 2023, the scheme trustee conducted a value-for-money review of the Clergy Defined Contribution Pensions Scheme for Northern Ireland. While this review concluded that the scheme provided 'adequate' value for money, the trustee and the RCB recommended that in order to provide best post-retirement benefits for clergy that the schemes should be wound up and members' funds transferred to lower cost clergy defined contribution Master Trusts. During 2024, General Synod approved the legislation required to affect this wind-up and transfer of funds.

The RCB has managed the transfer of clergy funds from the former Clergy Defined Contribution Pension Schemes to defined contribution Master Trusts in Northern Ireland and the Republic of Ireland. The RCB will continue in its role as scheme sponsor. The transfer of pension funds to Master Trusts is in line with best practice and should result in improved outcomes for clergy who were formerly members of either the Northern Ireland or Republic of Ireland Clergy Defined Contribution Pension Schemes.

Clergy and parish policies

In 2024, the RCB presented a bill to General Synod to amend the Clergy Permanent Health Insurance (PHI) Policy. This bill extended the definition of ministry in the Church of Ireland in Chapter XIV of the *Constitution of the Church of Ireland* to include members of the clergy in receipt of PHI payments. This constitutional change simplified the Clergy PHI Policy such that members of the clergy availing of the scheme no longer need to be licenced. Since the introduction of the Policy in 2023, the scheme has accepted and is supporting four members of the clergy. The amended Policy will be presented to General Synod in May 2025.

Currently there are five Dignity in Church Life policies, which are available in the Parish Resources section of the Church of Ireland website at <www.churchofireland.org/parish-resources/people-community>, under the heading 'Dignity in Church Life':

- Clergy Illness Policy
- Clergy Grievance Procedure
- Prevention Of Bullying & Harassment Policy
- Clergy Parental Sabbatical Policy
- Clergy Permanent Health Insurance Policy

During 2024, the Standing Committee of General Synod commenced a review of the Prevention of Bullying & Harassment Policy. This review has been referred to the House of Bishops and any recommended amendments will be reported to a future meeting of General Synod.

Property and trusts

The RCB is trustee for over 2,000 Church of Ireland properties ensuring that for these properties the title documentation is kept secure, reducing trustee liability and removing the need to have local trustees. During 2024, the RCB received 189 purchase, disposal and alteration applications which were considered by the Property Committee before recommendation to the Executive Committee. The RCB administers the Church Fabric and Development Fund Fabric Grants and the Marshal Beresford's Fund for the benefit of parishes, and most recently the energy efficiency grants that have now been combined so that applicants only have to submit a single application form to the RCB. The Property Department manages the Church of Ireland Flood Relief Scheme. Application forms and information on the Flood Relief Scheme and other publicly available grants are available in the Parish Resources section of the Church of Ireland website at <www.churchofireland.org/parish-resources/property-trusts>, under the heading 'Property Grants'.

As trustee for approximately 18,000 trusts entrusted to the RCB by parishes, dioceses and by way of bequest, the RCB has a responsibility to administer these trusts and to manage the distribution of trust income. The Property and Trusts Department is reviewing its trusts so as to simplify their management and to ensure compliance with government reporting requirements.

The Property and Trusts Department is supporting the RCB Campus Review Group, as this group seeks to identify the future needs of the RCB, the Church of Ireland Theological Institute and the RCB Library. Mullarkey Pedersen Architects were engaged during 2024 to advise on site selection, in advance of developing concept drawings and stakeholder engagement.

Library and archives

The RCB Library holds the records of over 1,200 parishes, 20 cathedrals, episcopal portraits, and valuable ecclesiastical manuscripts. During 2024, the Library completed a review of church plate held in the Library and on loan to parishes, this review has allowed the Library to sort the collection so that valuable items are protected. The Library completed further digitisation of parish records supported by a generous grant provided by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media as part of the government's digitisation programme.

In terms of public outreach, the Library welcomed almost 2,500 visitors, lent its 14th Century Red Book of Ossory to St Canice's Cathedral, Kilkenny, where it is currently on public display, and held several public exhibitions. An event took place in June marking the installation of the generously donated Bartlett Collection in the former chapel at the Rathmines campus. The RCB is grateful to Mrs Olivia Bartlett for the donation of this significant collection.

The Library building at Braemor Park has insufficient capacity and is not equipped to store the records and archival resources in the custody of the Library, over the coming year the staff at the RB Library look forward to working with the RCB Campus Review Group to plan for the Library's needs as part of a new Church of Ireland campus.

Climate change

The RB Climate Change Policy is included as Appendix A (page 62). This policy identifies four priorities:

1. Energy usage
2. Transportation
3. Waste
4. Biodiversity

During 2024, the RCB introduced a new form of grant application to the Marshal Beresford and Church Fabric and Development Fund, to include the application of grants towards works that will reduce the future energy needs for the parish.

The RCB worked with green energy suppliers to develop a branded energy offering for parishes in Northern Ireland and the Republic of Ireland. This initiative identified Flogas as preferred supplier of green energy for parishes. The Flogas energy offering will be offered directly by Flogas to parishes. Parishes will need to conduct their own needs and legal assessment to ensure that the service meets their requirements. It is hoped that the Flogas service will increase the proportion of parishes using green energy.

The RCB remains one of the largest funders of Eco-Congregation Ireland, through which we seek to encourage parishes to take steps to protect the environment. Each year the Investment Committee reviews the ESG Investment Policy Statement and compliance with this policy.

The year ahead

The Executive Committee is recommending the site of Upper Rathmines Road as the location to design and build a new Church of Ireland campus. The plans for this new facility would be developed over the coming year, with consultation with the staff of the RCB at Church of Ireland House, the RCB Library and the Church of Ireland Theological Institute.

During 2025, the RCB will be implementing a major upgrade of its financial management systems, as well as reviewing its systems that manage trust and property files.

Finally, during 2025 the RCB will be working with the Anglican Communion Office in planning for the 19th meeting of the Anglican Consultative Council which is scheduled to take place in Belfast at the end of June/beginning of July 2026.

Acknowledgements

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

The Representative Body and its committees acknowledge the dedication of the staff in Church of Ireland House Dublin, Church of Ireland House Belfast and in the RCB Library. In particular we would like to thank the following staff who retired or left the RCB during 2024: Kate Williams, Head of Finance and IT; Pauline Dunlop, Manager Investment Administration; Rebekah Fozzard, Project Manager and Data Protection Officer; Patricia Wilson, Accounts Administration; Louise Connolly, Financial Accountant; Ella Squire, Assistant Archivist; and Ray Smith, Caretaker.

We welcomed the following staff to the RCB: Dr Niall Moore as Safeguarding Officer ROI; Dermot Burns, Project Manager and Data Protection Officer; Luke Hawkins, Youth Ministry Development Officer ROI; Olive Likwaya, Trainee Accountant; Anna Berry, Graduate Intern; Alice Burleigh, Pension Administration and Payroll Support; Esther Salley, Financial Accountant; Rachel Bennett, Assistant Archivist and Craig Copely Brown, temporary Synod Support Officer.

FINANCIAL AND OPERATIONAL REVIEW 2024

The Finance and IT Department provides a range of services to the RCB and to the wider Church. These services are delivered by a professional and experienced team, who focus on continuous improvement and enhanced service delivery. Services provided include financial reporting and budgeting, pension administration and payroll services to serving clergy, retired clergy and RCB staff, compliance with legislation and regulations, investment administration and fund accounting, treasury management for funds held on deposit for the RCB and wider Church, RCB supplier and committee payments, specific parish and grant payments, bi-annual trust distributions to RCB General Unit Trust holders, support to central Church committees, recovery of Gift Aid for specific Northern Ireland parishes, recovery of VAT under the RI VAT compensation scheme, Priorities Fund administration and other services. On top of normal day-to-day operations, significant project work was delivered during 2024 which included the rollout of increases to pensions in payment and increased retirement benefits from 1 January 2024, planning the transition to and the development of a reporting framework for Charities SORP (FRS 102), reviews of episcopal expenditure and student grants, roadshows for parishes on charities reporting, IORP II compliance work and transfer of clergy pensions into Master Trust arrangements in Ireland and the UK.

Information Technology is a critical part of business and service delivery for the RCB. IT has rolled out significant infrastructure, software application, security, changes to RCB website domain, and communication developments in recent years. The RCB has rolled out enhanced systems security as well as cybersecurity detection and response solutions as part of day-to-day operations. Future development work includes a move to cloud-based solutions across the organisation and the introduction of Teams for Voice and Microsoft Sharepoint as well as significant work on development of DORA (Digital Operational Resilience Act)-compliant policies.

The accounts of the Representative Church Body (RCB) commence on page 41.

- **Commentary**

A) The Statement of Financial Activities (SoFA) of the RCB is shown on page 51. While the RCB has moved to a Total Return model for managing General Funds and for budgeting the annual withdrawal from General Funds, the SoFA is presented in the traditional format in line with generally accepted accounting standards and recognises actual income.

The SoFA shows the income and expenditure, investment and currency gains or losses and capital receipts or withdrawals of funds. The SoFA layout shows the income generated from General Funds and Parish, Diocesan and Other Trust Funds along with the costs of operations and distributions which support the wider Church.

The column showing RCB activities is the cost of operations for central service, trustee and governance costs of the RCB. In the General Funds column these costs represent the charge out of costs from the RCB to General Funds, central Church allocations, investment and currency gains and losses and the opening and closing value of funds.

The Parish, Diocesan and Other Trust Funds column shows the income and expenditure relating to trusts, cash managed for the wider Church, Gift Aid claimed for and repaid to parishes, investment and currency gains or losses and opening and closing value of the funds.

RCB activities and General Funds

General Funds total funds at 31 December 2024 totalled €274.35m, an increase of €28.72m. This increase in total funds is due to unrealised gains on investment revaluation, gains on the sale of investments and currency gains, which were partly off-set by a decrease in resources and other recognised losses. Investment markets saw a strong returns in equity markets throughout the year.

Incoming resources

The RCB operates a Total Return model which recognises income and capital appreciation. The Total Return model facilitates a more diversified longer-term investment focus and moves away from a pure income focus.

The SoFA recognises the traditional income received by the RCB. Total incoming resources under the traditional income model of €6.31m (2023: €6.04m), shows an increase on the prior year of €0.27m. Incoming resources is made up of investment income of €5.58m and other income of €0.73m. Investment income of €5.58m (2023: €5.12m) sees an increase on the prior year by €0.46m or 9%. The increase in investment income is due to strongly performing equity markets and positive growth in corporate earnings.

As noted, General Funds is a Total Return fund which is not biased towards income generation.

Grants and other income of €0.34m includes €0.11m investment income generated from the proceeds of the sale of St Mary's Home to support ministerial training. The RCB received €0.03m under the VAT compensation scheme in 2024 relating to VAT paid in 2023 on goods and services. RCB funds on deposit earned €0.16m in interest (2023: €0.16m) in a stable interest rate environment. Subvention from the Church of Ireland College of Education Trust Fund of €0.15m (2023: €0.15m) is received to support ministerial training costs.

Resources expended

Expenditure for 2024 shown in the SoFA is analysed in greater detail on page 57 (Note 5).

The cost of generating funds includes payroll costs of financial and investment management, legal and accounting services (which includes services available to the wider Church), other investment professional service costs and allocated overheads.

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

Governance costs include salary and allocated overheads to support General Synod, central committee expenses and episcopal electoral expenses.

Other operating costs are those relating to professional fees (which include professional services to support the Clergy Defined Contribution Pension Schemes) and payroll payments to retired staff.

Total cost of operations of €4.52m shows an increase of €0.40m on the prior year (2023: €4.12m). A simplified analysis of cost of operations can be found on page 22 within the table "Simplified RCB and General Funds Income and Expenditure".

Payroll and related costs less recharges and central office costs see an increase on the prior year due to inflationary adjustments and recruitment to vacant and new positions. Cost of charitable activities in the prior year saw project costs relating to the MindMatters reduce as this project moves towards partial funding through allocations while the cost of operating the RCB Library increased by €0.04m on the prior year due to additional maintenance and cloud storage. The Library was awarded €47,500 for Parish Register Digitization Project during the year under the Digitised Collections Funding Scheme of the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

Other operating costs include the provision of legal, taxation, financial and general professional services. In 2024 these costs amounted to €0.62m an increase of €0.1m on the prior year. Costs include professional fees to support the Church of Ireland Clergy Defined Contribution Pension Schemes totalling €0.21m, additional once off costs to support the transfer of Clergy Pensions scheme into a Master Trust arrangement, recruitment costs of €0.05m, payments to support retired staff totalling €0.06m and other professional fees.

The total resources expended which are chargeable against General Funds of €3.67m (2023: €3.34m) an increase of €0.33m on the prior year.

Allocations expended

Allocations expended in the year of €3.89m (2023: €3.86m) show an increase on the prior year by €0.03m, with reductions in some allocations offset by inflationary increases in the allocation required to support the maintenance of the stipendiary ministry and General Synod activities. Total underspent allocations for the year amounted to €0.43m (2023: €0.21m).

General Funds gains and losses

General Funds results for the year shown in the SoFA sees the total fund value of General Funds increase by €28.75m (11.7%) to €274.35m (2023: €245.63m). This increase is accounted for by unrealised gains on year-end revaluation of invested assets of €25.81m, realised gains on the sale of investments of €4.04m and currency gains due to a more favourable sterling year end exchange rate. Overall 2024 was a positive year for investment markets with growth across most asset classes.

Parish, Diocesan and Other Trust Funds gains and losses

Incoming resources in relation to the RB General Unit Trusts are represented by investment income, deposit income and Gift Aid refunded. All incoming resources net of expenses are distributed to parishes, dioceses, and other trusts. Total funds increased by €23.27m (6.01%) to €410.16m (2023: €386.89m). This increase is accounted for by unrealised gains of €12.95m on year end investment revaluations, realised gains on the sale of invested assets of €0.88m and currency gains due to a more favourable year end currency exchange. Net receipts amounted to €5.55m (2023: €1.92m net receipts).

The 2024 distribution payment to unit holders saw an increase of 0.5 cent in ROI to 13.0 cent per unit and an increase of 1.0 pence in NI to 12.8 pence.

B) Balance Sheets

The net assets shown in the Balance Sheets (page 52) belong to three separate fund groupings.

- RCB activities are the assets and liabilities which are used to provide services from the central Church. The net current balance on these is offset against General Funds.

- General Funds are the funds available for the operating expense of the RCB and for funding allocations. Total fund values increased by €28.72m to €274.35m as detailed above in General Funds. Invested fund assets increased from €233.43m to €262.05m, an increase of 12.26%. The predicted recession for 2024 based on rising unemployment and high interest rates never materialised and instead equity markets saw strong returns throughout the year.

  Fixed Assets, loans, cash and bank balances, debtors and creditors make up €12.30m of net other assets. Included in the RCB debtors balance are loan facilities of €2.25m, made available to cathedrals and collegiate churches with choral foundations to support with essential costs of operations.

- Parish, Diocesan and Other Trust Funds invested assets and bank deposits shown on the balance sheet belongs to parishes, dioceses and to other Church of Ireland trusts. Total fund values increased by €23.27m to €410.16m as detailed above in Parish, Diocesan and Other Trust Funds. Invested fund assets increased from €349.34m to €368.46m, an increase of 5.47%. Investment markets performed strongly during 2024 although growth stocks outperformed income stocks. The fund is tilted towards dividend paying stocks. Cash balances held by the RCB on behalf Parishes, Dioceses and other trust funds are €41.70m at 31 December 2024.

- **Allocations (page 51)**

Allocations budgeted for 2025 are provided for in 2024 as a reserve and will be drawn down in 2025. The amount provided is €5.77m and is gross of subventions. A detailed table of the 2025 budget is available on page 23. Allocations made during 2024 have been supported by a subvention from the Church of Ireland College of Education Fund Trust of €0.15m (2023: €0.15m). The Allocations Committee is most grateful to the Church of Ireland College of Education Fund Trust for this valuable support.

- **Simplified income and expenditure**

A simplified table is included below to aid understanding of RCB income and expenditure for 2024 with comparatives for 2023. This is based on the traditional income and expenditure model. Analysis under the Total Return model is included in the table on page 23.

Simplified RCB and General Funds (GF) income and expenditure

	2024		2023	
	RCB	**GF**	**RCB**	**GF**
	€'000	**€'000**	**€'000**	**€'000**
Investment Income		5,579		5,107
Other Income		731		932
Total Income		**6,310**		**6,039**
Expenditure				
Payroll (less recharges) and related costs	(2,450)		(2,163)	
Central Office costs	(556)		(538)	
Depreciation	(305)		(311)	
RCB Library Costs	(309)		(267)	
Custodian and investment analysis fees	(78)		(79)	
Professional Fees (general)	(344)		(224)	
Professional Fees (Clergy DC Pension Funds)	(210)		(233)	
Payroll to retired staff	(63)		(62)	
Central Committee Expenses	(66)		(57)	
Audit Fees	(89)		(88)	
Church-wide MindMatters project	(47)		(97)	
Total expenses	**(4,517)**		**(4,119)**	
Expenses to be charged to Parish, Diocesan and Other Trust Funds	843		783	
Total expenses to be charged to GF	**3,674**	**(3,674)**	**3,336**	**(3,336)**
Allocations expended		(3,891)		(3,860)
Total expenditure, allocations and grants		**(7,565)**		**(7,196)**
Decrease in resources		**(1,255)**		**(1,157)**
Other recognised gains and (losses)				
Investment gains / (losses)		29,857		(16,143)
Other reserve movements		122		53
Net gain in funds		**28,724**		**15,039**
Total funds brought forward		**245,625**		**220,586**
Total funds carried forward		**274,349**		**245,625**

Note: This table will reconcile to the SoFA (page 51) under the General Funds column.

- **Total Return**

The RCB adopted a Total Return approach in 2012 to managing General Funds invested assets and the withdrawals from General Funds. During 2023 the RCB reviewed the Total Return and increased the target return from invested assets by 0.1%. For 2024 the long-term sustainable target return was 3.6%, with the target withdrawal or spend set at 3.6% (based on the five-year average fund value) to meet cost of operations and allocations in 2024 of €7.28m (2023: €6.83m). The actual withdrawal required to support cost of operations and allocations, net of other income, was below the target withdrawal of 3.6% at 3.38% (2023: 3.21%). On a total return basis 2024 recorded a surplus of €0.45m.

The RCB remains committed to delivering the services required by the wider Church while seeking to encourage efficiency, best practice and the prudent management of costs. The table below presents the Total Return model for year ended 31 December 2024 with prior year comparison.

Total Return	2024 €m	2023 €m
Permitted Total Return withdrawal from invested assets	€7.28m	€6.83m
Other operating income	€0.73m	€0.93m
Profit on disposal of Fixed Assets	-	-
Total incoming resources	**€8.01m**	**€7.76m**
Cost of operations and allocations	(€7.56m)	(€7.20m)
Surplus from invested assets	**€0.45m**	**€0.56m**

Note: It is not intended that this table will reconcile back to the SoFA on page 51.

- **Currency translation rates**

  Year-end sterling balances have been translated into euro a rate of €1 = £0.8275 or £1 = €1.208 (2023: €1 = £0.8669 or £1 = €1.154).

- **Charities SORP**

  The Charities SORP (FRS 102) is not currently obligatory in Ireland, however, it is expected that all charities should start to plan their transition to the Charities SORP (FRS 102). The RCB has considered a transition plan and expects to be fully transitioned for financial reporting 2026. The transition to the Charities SORP (FRS 102) will represent a fundamental change in the accounting and the presentation of the RCB financial statements, with financial information being combined into one set of financial statements which will represent the charitable activities of all RCB activities.

ALLOCATIONS BUDGET PROVIDED FOR 2025

Allocations provide financial support for Church-wide activities. The detailed allocations analysis for 2025 with 2024 comparisons is provided overleaf. For 2025 this includes the new strategic priorities agreed by the Representative Body during 2024. The table shows the net amounts to be allocated after taking into account income from endowment funds, the episcopal levy, the safeguarding levy and any other sources of funding which offset the costs of financing ministry and other central commitments.

The summary position of 2025 allocations budget is set out below and is net of subventions. Sterling balances have been exchanged at 0.8275 for 2025 budget and 2024 comparisons.

	2025 €	%	2024 €	%
A. Maintenance of the stipendiary ministry				
• Episcopal costs	1,240,798	22.6	1,070,493	25.6
• Chaplaincy costs	431,200	7.9	327,123	7.8
• Miscellaneous	220,066	4.0	128,572	3.1
B. Pension related costs	-	0.0	-	0.0
C. Training of ordinands	1,424,727	26.0	1,152,292	27.6
D. General Synod activities	1,680,713	30.6	1,234,348	29.6
E. Miscellaneous	56,625	1.0	16,625	0.4
F. Pioneer Ministry	431,399	7.9	241,377	5.9
	5,485,528		4,170,829	

2025 ALLOCATIONS BUDGET

	2025	*2024*	2025	*2024*
A. Maintenance of the stipendiary ministry	**€**	***€***	**£**	***£***
Episcopal Stipends and Expenses	1,167,018	*1,055,825*	985,331	*917,504*
less Episcopal Levy	(495,832)	*(485,157)*	(513,977)	*(503,899)*
	671,186	*570,668*	471,354	*413,605*
Deans of Residences/University Chaplains	109,739	*109,631*	159,628	*156,869*
Chaplaincy	150,000	-	-	-
Chaplaincy Support Sundry Projects	(50,000)	-	-	-
Curacy Funding	-	-	75,000	*0*
Queens University Belfast Bursar	-	-	19,975	*19,450*
C of I in Queen's University, Belfast	-	-	2,000	*2,000*
C of I in Trinity College, Dublin	2,000	*2,000*	-	-
Clerical Relief - Children's Allowances	30,000	*53,000*	26,000	*39,000*
- Central Church Fund	15,000	-	20,000	-
- Discretionary Grants	4,000	*4,000*	3,000	*3,000*
Stipends Related Costs	20,218	*19,817*	-	-
St Patrick's Cathedral, Dublin	1,000	*1,000*	-	-
	953,143	*760,116*	776,957	*633,924*
B. Pension related costs				
Clergy Pensions Fund	-	-	-	-
Discretionary Grants				
- Retired Clergy	-	-	-	-
	-	-	-	-
C. Training of Ordinands				
Training of Ordinands	484,727	*367,292*	-	-
Theological Institute	1,065,000	*910,000*	-	-
C of I College of Education	(150,000)	*(150,000)*	-	-
Stipends Fund	-	-	-	-
Bishops' Selection Conference	25,000	*25,000*	-	-
	1,424,727	*1,152,292*	-	-
D. General Synod activities				
General Synod/Standing Committee	625,708	*529,359*	274,892	*270,971*
Board of Education	59,881	*49,330*	94,598	*95,184*
Education Patronage	115,000	-	-	-
Patronage Support CICE	(60,000)	-	-	-
Church of Ireland Youth Department	-	-	170,000	*155,000-*
Safeguarding Officers	11,000	*11,000*	12,300	*12,300*
Safeguarding DLPs	200,000	-	-	-
Children & Families Ministry	83,974	-	-	-
Children & Families Ministry Support Auxiliary Fund	(21,666)	-	-	-
	1,013,897	*589,689*	551,790	*533,455*
E. Miscellaneous				
RCB Library	12,000	*12,000*	3,000	*3,000*
Regular Sunday Services in Irish	1,000	*1,000*	-	-
MindMatters Funding	40,000	-		
	53,000	*13,000*	3,000	*3,000*
F. Pioneer Ministry				
Pioneer Ministry	431,399	*237,877*	-	-
RCB Co-Ordination Support	-	*3,500*	-	-
	431,399	*241,377*	-	-
	3,876,166	*2,756,474*	1,331,747	*1,170,379*

- **Commentary**

A. Maintenance of the stipendiary ministry – €1,892,064

The total cost of Group A is budgeted at €1,892,064 and is the cost relating to financing the episcopacy, university chaplaincy, clerical grants and stipends related costs.

The cost of financing the episcopacy is the largest part of this allocation at €1,240,798. The episcopal costs are shared on a percentage basis between central Church and dioceses. Dioceses contribute to episcopal costs through the episcopal levy, which is calculated based on the number of cures multiplied by a percentage of Minimum Approved Stipend (MAS). Episcopal costs include stipend, pension, state taxes, travel costs, office and administration costs and financing the cost of see houses. A review was conducted during 2024 to ensure that there was adequate provision to allow Bishops and Archbishops to fulfil their diocesan and provincial obligations.

The total gross episcopal costs are budgeted for 2025 at €2.36m (2024: €2.16m). The episcopal costs net of episcopal levy contributions are budgeted at €1.24m or 66% of Group A costs (2024: €1.07m or 70%). The episcopal levy for 2025 is set at 5.6% of MAS (2024: 5.6%). The episcopal levy for 2025 is budgeted to contribute €1.12m or 47.37% (2024: €1.09m or 50.5%) of the total episcopal costs. The cost per cure for 2025 is £2,089 and €2,556 (2024: £2,048 and €2,501). A more detailed breakdown of episcopal costs is shown on page 29.

Other amounts included in Group A support university deans of residence and children's and discretionary allowances paid to clergy. Funding is provided to support a Belfast city-wide university chaplaincy project which will run up to 31 August 2026. There are additional allocations in 2025 to fund new Chaplaincy projects and Curacy Grants. Total allocation to support third level chaplaincy is budgeted at €0.43m for 2025 (2024: €0.32m). The additional support for curacy commencing in 2025 has an allocation of €0.09m and will also receive support from the Stipends Fund.

B. Pension related costs – €0

The Clergy Pensions Fund exited the long-term Funding Proposal to restore solvency over a ten-year period on 31 December 2023. No allocation funding has been provided by the scheme Actuary as part of the ongoing funding requirements and therefore no allocation is requested for 2025 (2024: €nil). No allocations were requested in 2025 to support the supplemental or discretionary funds.

C. Training of ordinands – €1,424,727

Total costs budgeted for Group C represents the costs of training for the ministry. These costs include the running costs of the Theological Institute, training of ordinands costs and the cost of the selection process for entering training.

The total budgeted for 2025, which is net of subvention from the Church of Ireland College of Education Fund Trust, shows an increase of €0.27m to €1.42m on the 2024 cost of €1.15m.

The training of ordinands budget includes the cost of student grants, student accommodation, fees paid to Trinity College Dublin and external lecturer fees. Following a review, student grants have been increased and linked to Minimum Approved Stipend (MAS) allowing for future inflationary adjustments to be applied with changes to MAS. From 2024/2025 the student grants will be set at 35% of MAS for married and 25% of MAS for single students with 2.5% of MAS for dependant children. Accommodation grants and travel allowances are provided to students in their final intern year. The total budgeted costs for 2024/5 of training of ordinands are €484,727 (2023/24: €367,292). For the academic year 2024/25 total student numbers are 15 ordinands in full-time training and 21 in part-time training.

The cost category Theological Institute includes the costs of running the Institute and includes academic, administration and facilities costs. The total budgeted for the academic year 2025/26 is €1,065,000 (2024/25: €910,000).

Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2024 are included as Appendix B (page 63).

D. General Synod activities – €1,680,713

The General Synod budget of €1,680,713 is made up of costs relating to General Synod and its Standing Committee, the Boards of Education, the Church of Ireland Youth Department and the centrally funded portion of the Safeguarding Officers.

Total costs show an increase on prior year of €446k. This increase includes an increase in specific committee costs in addition to new allocations in specific areas. An allocation of €55k (net of a subvention from the Church of Ireland College of Education Trust) has been made to support hiring additional staff to support Education Patronage. There is also a new allocation of €200k to support the recruitment of safeguarding case managers to work with dioceses across the island on safeguarding matters. This allocation is expected to be funded through the safeguarding levy from 2027 onwards. There is a new allocation for Children & Family ministry of €62k (net of a subvention from the Auxiliary fund).

The cost of the Board of Education in the Republic of Ireland and the Church of Ireland Youth Department are supported by grants from the Irish government. The RCB on behalf of the Church of Ireland wishes to acknowledge its appreciation for this support.

E. Miscellaneous – €56,625

The total cost of Group E has increased by €40k from €16k due to a new allocation of €40,000 to the MindMatters project. Group E continues to provide €15,625 to the RCB Library and €1,000 is provided for the maintenance of the Irish language as part of regular Church of Ireland worship.

F. Pioneer Ministry – €431,399

The total cost of Group F is €431,399 and represents an allocation to support the Pioneer Ministry National Leadership team costs, part-time administrator, annual national conference and other general expenses as well as training. This allocation is to fund 4 pioneers in funded projects and 4 pioneers with training costs only over the course of 2025.

INVESTMENTS AND MARKETS

- **Economic environment and 2025 outlook**

The International Monetary Fund projects growth of 3.3% in 2025 after growing by a predicted 3.2% in 2024 (ahead of previous estimates). Following the inflationary challenges of 2022/23 global financial markets performed strongly in 2024 as hikes by Central Banks managed to dampen inflation back towards target levels, although services price inflation remains elevated in many regions. The US economy reaffirmed its position as a global growth engine in the year, posting robust real GDP growth of 3.1% in the third quarter of 2024. This resilience was fuelled by strong consumer spending, a healthy labour market, and resilient corporate earnings. The US also led equity market returns driven by advances in the Technology sector on the back of momentum around Artificial Intelligence and the available growth opportunities.

In Europe the economic situation has been somewhat weaker lead by declines in Germany and France the two largest economies. There is evidence of weakness within the manufacturing sector and business confidence has declined over the period. Political instability following the collapse of both Governments and German snap elections due in February is a headwind into 2025 with possible increased volatility in the Eurozone.

Further rate cuts from Central Banks, Europe and the UK in particular, are anticipated. We look for a wider breadth of returns across more sectors of the market in 2025 and on a wider geographic basis in the year ahead but are cognisant of the impact that tariffs may have on global trade following the election of Trump as President.

With two consecutive very strong years across equity markets (the US in particular), and a longer term extended bull market rally we remain slightly cautious. Diversification across and within asset classes remains important albeit the corporate earnings outlook remains relatively robust.

Equities

Developed market equities led the charge in 2024, with the MSCI All Country World Index delivering an impressive total return of 17.5% (USD), driven primarily by the robust performance of the United States and the dramatic rise of mega-cap technology stocks centred around artificial intelligence (AI). With the US Dollar strengthening significantly over the year these returns were even more impressive for Euro investors at 25.6%. European Equities delivered a solid 9.6% (Stoxx 600) while the UK lagged slightly with the FTSE All-Share up 8% (local currency).

Income and value stocks underperformed growth but remain supported by attractive valuations and sectoral trends such as the green energy transition, defence spending, and a resurgence in travel.

Concentration and sectoral risk is of particular relevance as the "Magnificent 7" comprise more than one third of the S&P 500 index by market capitalisation (December 2024) with these stocks making up more than half of the index return in 2024. More recently we have seen the impact of challenges to high earnings expectations in some of these stocks following the emergence of Chinese artificial intelligence company Deepseek and its ability to provide AI models more efficiently resulting in a 17% share price decline at Nvidia.

Whilst Artificial Intelligence will remain a defining theme, transitioning from an initial surge to a foundational technology we expect there will be clearer differentiation between leaders and laggards within the sector. A broader market participation across sectors is expected to continue, potentially creating a healthier investment landscape and hopefully will see some rotation in favour of quality income stocks and growth at a reasonable price.

With two consecutive very strong years across equity markets and the US in particular, and a longer term extended bull market rally we remain slightly cautious. Diversification across and within asset classes remains important.

Interest rates and bonds

At a global level fixed-income markets struggled, with global investment-grade bonds returning -1.7% (USD) amid rising yields and a stronger US dollar. UK Gilts were the worst performing sector returning -2.5% as the long duration of UK debt made it particularly sensitive to rising yields. On the opposite end of the spectrum, economic weakness meant European bonds outperformed in particular on the peripheral side and the ML Euro Broad Market had a total return of 2.6% for 2024.

Central banks worldwide grappled with monetary policy normalisation, leading to divergent regional economic trajectories but on the whole peripheral European bonds outperformed core markets, benefiting from expectations of future rate cuts by the European Central Bank. Exposure to investment grade credit and high yield was beneficial although risk was reduced over the year as credit spreads tightened.

After a period combining high inflation and rising interest rates which hurt fixed income as an asset class and created concerns regarding increased correlation, focus began to turn to the potential opportunities as a value and income proposition for the first time in many years in particular as interest rate cuts also took hold.

This has been slow to play out however as yields on 10-year government bonds in both the UK and US (which move inversely to prices) are higher than they were at the start of the year, amounting to c. 4.6 per cent at January 2025. For the UK market the 10-year Gilt yield reached 4.9% in mid-January its highest level since 2008 and the 30-year yield reached 5.4% its highest since 1998.

Two legacy bond positions were exited at a premium to carrying value over the year improving the liquidity profile of the Funds under management.

Property

Property is held as a diversifier versus conventional bonds and equities and offers an attractive and relatively secure source of income. Property investments are mainly owned via IPUT and PITCH, while the external fund managers may also allocate some of their equity holdings via quoted REITs (Real Estate Investment Trusts).

Property investments underperformed equities over the year with IPUT recording a -0.6% return while UK property returns fared better with PITCH showing a positive return of 5%. The outlook for property has improved somewhat as the inflation and interest rate environment has stabilised. Income yield remain attractive at 5.0-6.0%.

Alternatives

Alternatives achieved a strong performance in 2024 of between 5-10% , a third consecutive year of positive returns.

Various portfolios across infrastructure and private equity funds made additional disposals at attractive multiples and returned capital to investors during the year while others are still in capital drawdown phase.

- **General Funds**

  Total return for the year was 16.2% versus the benchmark return of 15.1%. The Fund operates on a Total Return basis facilitating a more flexible approach to a broader market range, i.e. both value and growth stocks with no dividend yield demands.

  The Equity element of the Fund returned 22.3% over the period ahead of the equity benchmark at 21.9%. The equity performance reflects the exposure of the portfolio to growth stocks and the portfolio benefited from a small position in Gold which performed strongly.

  On the Fixed Income side bonds performed well. AllianceBernstein, who manage most of the Fixed Income exposure, generated a total return of 5.4% significantly ahead of the bond benchmark at 2.6%. Following the sale of the remaining legacy bank debt the liquidity profile of the Fund has improved (with reinvestment into risk assets with external managers).

- **Unit Trusts**

  The RB General Unit Trust (RI) delivered a total return for the year end 31 December 2024 of 8.1% versus the benchmark return of 9.2%. The geographic weighting in favour of Europe and UK relative to benchmark and less exposure to Global equities hurt performance. On the Fixed Income side exposure to corporate bonds and high yield was a positive contributor. Income strategies did not perform as well as growth strategies over the year but should prove more resilient in a drawdown scenario.

  The RB General Unit Trust (NI) delivered a total return for the year ended 31 December 2024 of 5.2% versus the benchmark return of 6.0%. An overweight exposure to European equities hurt largely on currency grounds as did an underweight global equity positioning. The BM has no exposure to property or alternative assets which was a headwind. On the fixed income side being underweight bonds was positive as was exposure to corporate bonds and high yield as UK Gilts underperformed.

  The distribution rate for the RB General Unit Trust (RI) was 13.0c for the calendar year to 31 December, representing a yield of 2.74% and an increase of 4.0% year on year. The distribution for the RB General Unit Trust (NI) was 12.8p for the calendar year for an equivalent yield of 2.95% and an increase of 8.5%. This marks the third consecutive year of increases in the distribution rate.

  The financial statements for the RB General Unit Trusts (RI) and (NI) and extracts from the investment manager's reports for the year ended 31 December are set out in Appendix C (page 65).

- **Clergy Pensions Fund**

  The Clergy Pensions Fund achieved a return of 7.6% for the year vs its temporary benchmark of 7.9%.

  The passive element of the Fund managed by ILIM represented 85% of total assets at the end of 2024, up from 69% at the end of 2023. The ILIM portfolio increased by 8.3% in 2024 ahead of their BM at 8.0% and follows a 13.7% increase in 2023.

  During 2024 a significant amount of cash was redeployed into bonds and duration was increased to better match with liabilities. The Trustee, following consultation with both the Scheme actuary and the investment advisor de-risked the portfolio to 50% Growth/De-risked from a previously agreed 60/40 agreed objective locking in some of the market gains. Additional diversification was implemented via a new global equity component and also via corporate bonds.

- **Environmental, Social and Governance (ESG) review**

  The Investment Committee conducted its usual annual assessment of ESG risk and portfolio holdings in 2024. The standardised ESG reporting template was circulated to all External Funds with no reported breaches. The RCB's ESG restrictions are also applied to the Clergy Pensions Fund which is managed passively by ILIM.

  From time to time investments may be made in pooled Funds to which ESG criteria may not be applied. The Investment Committee monitors exposure of these Funds to excluded sectors as per the RCB's ESG Investment Policy and shall consider divestment where any material breaches are identified.

During the year the Investment Committee considered the ESG Investment Policy Statement, introducing reference to the European Union's Sustainable Finance Disclosure Regulation (SFDR) and noting this these regulations may need to be considered in the future application of the policy.

The RCB's updated ESG Investment Policy Statement is included as Appendix D (page 74).

CLERGY REMUNERATION AND BENEFITS

- **Minimum Approved Stipends (MAS) 2025**

The Standing Committee of General Synod determines levels of MAS annually on behalf of the General Synod in accordance with Section 51(1) of Chapter IV of the *Constitution of the Church of Ireland*. MAS levels are determined in September for the following year, taking into account economic data, conditions, earnings trends and indices on 30 June. Recommendations on MAS levels are initially brought to the Representative Body by the Stipends Committee, which considers movements in inflation and general earnings levels as well as the ability of parishes in both jurisdictions to pay. The Stipends Committee was also mindful of the extent to which MAS has tracked CPI over the past number of years and the dangers of allowing MAS to fall behind inflation.

Northern Ireland – The Consumer Price Index for the year to 30 June 2024 was 2.0% reflecting the fall in interest rates over the previous twelve month period. The Stipends Committee in reviewing Northern Ireland MAS recommended to the Representative Body a 2.0% increase from 1 January 2025.

Republic of Ireland — Similar to UK inflationary statistics, inflation in the Republic of Ireland has fallen over the twelve month period. The Consumer Price Index to 30 June 2024 was 2.2%. The Stipends Committee in reviewing the Republic of Ireland MAS recommended to the Representative Body that a 2.2% increase be applied from 1 January 2025.

The Standing Committee received and agreed a recommendation from the Representative Body that increases of 2.0% in Northern Ireland and 2.2% in the Republic of Ireland be applied to the Minimum Approved Stipend for 2025. Consequently, levels of Minimum Approved Stipend for 2025 are:

	2025	2024
Northern Ireland	£37,310	£36,578
Republic of Ireland	€45,640	€44,658

- **Episcopal costs**

The breakdown of total episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€	€	£	£
	2025	2024	2025	2024
(1) Stipends together with state insurance costs	524,313	512,707	394,951	386,547
(2) Pension costs	89,912	87,975	62,288	61,378
(3) Offices of the Sees expenses	389,660	305,854	271,204	192,597
(4) See Houses and other costs	429,490	395,550	302,691	317,975
Totals (gross)	**1,433,375**	**1,302,086**	**1,031,134**	**958,497**
(5) Less endowment income	(266,357)	(246,261)	(45,803)	(40,993)
Totals (net of income)	**1,167,018**	**1,055,825**	**985,331**	**917,504**

Note: Amounts are denominated in the currency relating to the jurisdiction of the See. For allocations purposes, amounts are denominated in the currency in which expenditure will occur. From 2021 onwards administration recharges are included in the above figures.

Notes relating to the figures above:

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

Stipends are multiples of Minimum Approved Stipends as follows:

Archbishop of Armagh	2.45
Archbishop of Dublin	2.25
All Bishops	1.75

(2) Contributions towards episcopal pensions including CPF levies.

(3) Secretarial and office services and allowances relating to expenses of travel and hospitality. (i.e. costs that relate to the running of the office of the See)

(4) Heating, grounds and house maintenance, insurance and service charges, secretary to the House of Bishops. (i.e. property maintenance and other costs that are shared across all the Episcopacies)

(5) Income from investments and rent of See House lands.

(6) During 2024 a review of episcopal expenses was undertaken at the request of the Executive Committee by the Head of Finance with oversight from the Chair of the Audit Committee and the Chair of the Stipends Committee. The focus was to ensure that there was adequate central funding provision to allow Bishops and Archbishops to discharge their diocesan and where applicable, their provincial, national and international obligations. The outcome of this review is reflected in the budgets for 2025.

- **Locomotory allowances 2025**

Since 1 January 2017, the rate of locomotory allowances has been set at the relevant revenue authority rates for each jurisdiction, plus an additional rate which would be subject to social insurance payments. No changes to these rates were made for 2025 and the Locomotory rates for 2025 are as shown below:

Republic of Ireland – Revenue Commissioners approved rates:

Distance bands		Engine capacity up to 1200cc	Addtl rate	Engine capacity 1201-1500cc	Addtl rate	Engine capacity 1501cc & over	Addtl rate
1	0-1,500km	41.80c	44c	43.40c	44c	51.82c	39c
2	1,501-5,500km	72.64c	20c	79.18c	17c	90.63c	9c
3	5,501-25,000km	31.78c	17c	31.79c	15c	39.22c	10c
4	25,001km & over	20.56c	15c	23.85c	13c	25.87c	9c

Northern Ireland – Clergy are now requested to submit, annually, a return of mileage carried out in the course of their ministerial duties.

Should the locomotory allowance paid exceed the HMRC permitted allowance by the number of miles travelled (45p per mile on all miles for NIC purposes) there will be a calculation for NIC on the excess.

HMRC approved rates (liability to income tax on any allowance paid which exceeds business miles travelled by HMRC rates).

first 10,000 miles @ 45p per mile
after 10,000 miles @ 25p per mile

In 2021 the RCB simplified the existing mileage bands and introduced new mileage bands. The rates were increased for 2023. No changes have been made for 2024 or 2025. The bands provide for an allowance of the first 10,000 miles at 60p and miles after 10,000 at a rate of 20p per mile. The bands are illustrated in the table below:

Example miles	Allowance at 60p per mile up to 10,000 miles	Addtl rate per mile	Addtl allowance	Total rate per mile	Total allowance
Up to 10,000	£6,000	0p	Nil	60p	£6,000
At 15,000	£6,000	20p	£1,000	46.67p	£7,000
At 17,000	£6,000	20p	£1,400	43.53p	£7,400

- **Children's Allowances 2024/2025**

The Children's Allowances Scheme is designed to assist clergy and surviving spouses with the cost of secondary school education or higher-level education leading to primary qualifications including certificate, diploma and degree.

Grants are paid on a *per capita* basis, without any form of means test, in respect of each child as follows:

	Academic year starting 1 September 2024	
	Republic of Ireland	Northern Ireland
Over 11 attending secondary school	€675	£130
Third level students (up to age 23)	€340	£510
Eligible orphans	€675	£510

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

Grants are also available from other sources and a list of such possible sources is available on the Church of Ireland website at <www.churchofireland.org/cmsfiles/pdf/AboutUs/EducationAssistance.pdf>.

- **Central Church Fund – removal (relocation) grants**

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

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

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

CLERGY PENSIONS

There are three separate schemes providing pension benefits for Church of Ireland clergy. Contributions in relation to service from 1 June 2013 onwards are held in the MMT: The Church of Ireland Clergy DC Pension Plan – Northern Ireland Section and the Mercer Master Trust: The Church of Ireland Clergy DC Pension Plan – Republic of Ireland Section. The Clergy Pensions Fund holds assets to fund the pension benefits earned by clergy up to 31 May 2013.

The RCB acts as Sponsor of all three schemes.

- **Mercer Master Trust: The Church of Ireland Clergy DC Pension Plans (NI and RI) ('the Plans')**

  Details of the operation of the Plans are set out in the members' handbooks and at:

  Northern Ireland: <www.scottishwidows.co.uk/save/mmtchurchofirelandclergy/>

  Republic of Ireland: <www.mercer.com/en-ie/solutions/retirement/defined-contribution-pension-plans/mercer-master-trust/>

  Parish contributions

  The rate of parish contributions increased from 8% to 13% on 1 January 2024, following the approval of legislation by General Synod in 2023 to make the necessary amendment to the *Constitution of the Church of Ireland*. This increase in contributions was proposed following a review by the RCB of the benefits expected to accrue under the Plans.

  Parish contributions to death in service insured benefit for members of the Plans increased from 2% to 3% with effect from 1 January 2024. This increase in contribution was required to cover the annual cost of death in service benefit.

  Appointment of Master Trusts

  The General Synod in 2024 passed Statute Chapter XI, amending Chapter XIV of the *Constitution of the Church of Ireland* to allow for the future administration of the Schemes under Master Trust rules. Under the provisions of the Statute, the Representative Body is required to report any appointments of Master Trusts for the Schemes to the next following General Synod.

  The Representative Body during 2024 approved the appointment of Mercer Limited to provide a Master Trust scheme for the Clergy Defined Contribution Pension Scheme (NI) in the form of the Mercer Master Trust – NI Section and the appointment of Mercer (Ireland) Limited to provide a Master Trust scheme for the Clergy Defined Contribution Pension Scheme (RI) in the form of the Mercer Master Trust – RI Section.

  The Mercer Master Trust Plans commenced operations in September (NI) and October (RI) of 2024. From that point onward, pension contributions for active members are paid into the Master Trust Plans. The transfer of pension funds held in the former Clergy Defined Contribution Schemes took place in November (NI) and December (RI). The former Clergy Defined Contribution Schemes (NI) and (RI) are in the process of being wound up.

  Members of both Plans are encouraged to review their pension scheme to ensure that it is invested in the most appropriate funds to suit their requirements especially as they approach retirement age.

  The final annual reports of the old scheme trustees are included in Appendix E (page 75).

- **The Clergy Pensions Fund (defined benefit scheme)**

  The annual report of the Church of Ireland Clergy Pensions Trustee Designated Activity Company (DAC), which in accordance with Chapter XIV of the *Constitution of the Church of Ireland* is the Trustee of the Clergy Pensions Fund, is included as Appendix F (page 77). The RCB is the sole member of the Trustee Company.

  Supplemental Fund and other funds

  The Church of Ireland Pensions Board administers the Supplemental Fund and certain other funds on behalf of the RCB. A report on the administration of these funds during the year ended 31 December 2024 is attached as Appendix G (page 113).

Further information on clergy pensions is available from:

Pensions Administration Manager
Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Email <pensions@rcbcoi.org>

PROPERTY AND TRUSTS

- **Summary**

  In September 2024 Mr Keith Roberts retired as Chair of the Property Committee. Keith was first elected to the RB in 2000 and became a member of the Property Committee in 2002, he took on the role of Chair in 2016. The Committee is very thankful to Keith for his commitment over the years and wish him well for the future. At the November meeting we welcomed Ms Helen Arnopp as the new Chair and wish Helen all the best as she settles into the role.

  Other changes to the Committee membership include the appointment of Mrs Diane Ruddock in March 2024 and the retirement of Archdeacon Stephen McBride in May.

  On the Trusts side we welcomed Ms Claire Callanan and Mr Mark Perry-Knox-Gore as consultants on the Trusts Project and we would like to thank Claire and Mark for the time they have dedicated to helping with this significant piece of work as we seek to rationalise the trust funds that we hold.

- **Property**

  Over the course of the year the Property Committee dealt with 189 transactions. Among the items approved were requests to carry out alterations to properties held in trust by the RCB, requests for the sale and purchase of churches, glebes and land, and requests to lease/licence property.

  Increasingly as the numbers in our congregations decrease, we are seeing parishes making requests to divest funds to help them deal with the upkeep of church buildings and other property.

  Many parishes are grappling with the issues brought about by the combined effect of Vacant Homes Tax and the current tenancy legislation that prevents vacant rectories being leased due to potential difficulties that may arise if the letting period exceeds 6 months without proper notice to quit being issued. A letter has been sent to the Government highlighting the difficulties this is causing, and we are hoping to meet with representatives to discuss the issue.

  As we continue to develop our thinking around the idea of one campus to accommodate Church of Ireland House, the Church of Ireland Theological Institute and the RCB Library a design competition was held during the year to appoint Master Planners who would work with us through the next stages of the project to deliver a workable solution for the new campus. Four firms of architects were invited to come up with a concept design of what a new campus might look like and from that Mullarkey Pedersen Architects were appointed as our preferred partner.

  During the year we developed Health and Safety Guidelines for Parishes. These can be found in the Parish Resources section of the Church of Ireland website at <www.churchofireland.org/parish-resources/property-trusts>, under the heading ‘Health & Safety’.

- **Trusts**

  The start made in 2023 on the major body of work to review, analyse and rationalise the trusts held by the RCB, or the Trusts Rationalisation Project as it became known, continued throughout 2024 and, as the year progressed, the enormity of the task became apparent and thoughts turned to how the project was going to be managed and resourced in the longer term. The team was not only dealing with the constraints of the existing information systems but also having to take on board requirements being imposed by SORP and charities legislation as well as CRBOT (Central Register of Beneficial Ownership of Trusts), which is placing additional reporting demands on parishes, dioceses and the RCB alike.

  In 2024 there were totals of €3,724,919 and £395,500 invested in the RB General Unit Trusts (RI) and (NI) respectively.

  A list of funds received in 2024 on behalf of parishes, dioceses and special trusts is included as Appendix H (page 118).

- **Grant Funding**

  To make the application process easier for parishes we completed an exercise in 2024 to consolidate the application forms for grant funding administered by the RCB.

You can now find just one application form that covers the Church Fabric Fund, the Marshal Beresford Fund and the new Energy Grant that came on line during 2024. The form is available from the Parish Resources section of the Church of Ireland website at <www.churchofireland.org/parish-resources/property-trusts>, under the heading 'Property Grants'.

The total number of grants awarded during 2024 was as follows:

		Number of grants	Grants awarded total
Church Fabric	Northern Ireland	10	£84,400
	Republic of Ireland	13	€54,350
Marshal Beresford	Northern Ireland	8	£55,050
	Republic of Ireland	15	€47,750
Energy Grants	Northern Ireland	1	£1,000
	Republic of Ireland	1	€1,600

There are also funds available under the Flood Relief Scheme. Further information and an application form are available from the Parish Resources section of the Church of Ireland website at <www.churchofireland.org/parish-resources/property-trusts>, under the heading 'Property Grants'. The Scheme is available to parishes whenever the need arises.

LIBRARY AND ARCHIVES

- **Summary**

During 2024 the RCB Library initiated a number of outreach activities in fulfilment of its principal focus to support ministerial training, continuing several activities to encourage CITI ordinands to engage with Library resources. The Assistant Librarian has been proactive in communicating directly with students on a regular basis, co-hosting a resource seminar to introduce the Library's collections and organising the book cupboard in CITI to make it easy for part-time students and others to borrow/exchange books out of hours. A series of experimental late openings were also undertaken, with moderate success. Library staff also organised a workshop seminar for intern students on the care and maintenance of church plate and records in local custody.

The Library hosted two significant public events which were well attended. In June the installation of the Bartlett Collection - the library of the late Canon Prof. JB Bartlett (Principal of the Church of Ireland Theological College from 1989 to 2001) - was marked by a reception at the Church of Ireland campus in Rathmines in the former Church of Ireland College of Education chapel. In the same space in November, a double book launch was hosted in conjunction with the Four Courts Press on two books covering the aspects of Church history in Dublin & Glendalough, one of which was the most recent in the Library's Texts and Calendars series: *The Churchwardens' Accounts of the Parishes of St Bride, St Michael Le Pole and St Stephen, Dublin, 1663-1702*, edited by WJR Wallace.

The Library's collaboration with the Dean and Chapter of St Canice's Cathedral to publicly exhibit the Red Book of Ossory *in situ* in the Cathedral was realised in July with the safe delivery of the manuscript to its tailor-made display case, followed by a public opening in August. The significant footfall to view the exhibition and positive publicity for the Cathedral and the Library was a particularly fulfilling highlight of the year.

The Library's own exhibition case was reinstated to the foyer (having been removed during the Covid pandemic) and a series of exhibitions were devised by the Assistant Archivist featuring select items from the Library's collections. These were: Brigid 1500 (in conjunction with online contributions about St Brigid); Douglas Hyde's original translation of St Patrick's Breastplate; Sixty Years in Braemor Park (in conjunction with CITI events to mark the relocation of the Divinity Hostel in 1964); Resources from the Clar Ellagh Christian Holiday Centre, Co. Clare; and a Christmas Poem of 1882 from Kilternan parish (Dublin) as penned by its then rector.

Footfall of visitors to the Library returned of public access to its pre-Covid norm of almost 2,500, with certain weeks having 50 visitors. The online desk reservation system continues to enable researchers to pre-book materials in

advance while walk-in visits are welcomed. Additionally Library staff have dealt with thousands of enquiries and requests for information, and facilitated digital imaging of select items for a range of publication and media needs.

Library staff hosted a successful "Curator's Choice" experience for staff in Church House Dublin and Belfast, to showcase particular items from the collections which was well attended and generated positive interest.

The Library manages, and makes available to researchers, the records from 1,236 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 1,172 collections of ecclesiastical manuscripts and the non-current records of the General Synod and the RCB.

During 2024, the Library continued to discharge its curatorial responsibilities for church plate and episcopal portraits; the management of publishing projects for Church of Ireland Publishing and the editorial dimension of the *Church of Ireland Directory*. The Library oversees additional responsibilities including the administration of requests for digital images and data from *Gloine*, the Church of Ireland stained glass project.

The Library building continued to present challenges during 2024 on account of high levels of rainfall and increased external humidity. The expert guidance of the air conditioning company and constant monitoring of temperature and humidity levels has been essential and resulted in additional remedial actions being taken as itemised below.

- **Donations received**

The RCB again allocated €12,000 and £3,000 for the purchase of new books and conservation work. An additional allocation of €20,000 was made available to cover essential health & safety requirements (in the form of desks, chairs and storage for cleaning equipment); fire security (in the form of dampers for the air conditioning in the strongrooms); external tree cutting and pruning, and roof repair and maintenance to prevent against water damage. Further allocations towards Cloud Storage of the Library's growing digital storage of approximately €8,856 has also been granted in the context of an organisational-wide move from server to cloud storage.

Further welcome donations were received from:

APCK (€8,000)
Cashel, Ferns and Ossory diocese (€800)
Christ Church Cathedral Dublin (€1,500 to be used towards the ongoing project to conserve the cathedral Guard Books C6.1.26)
Clogher diocese (€500)
Dublin & Glendalough (€1,000)
Huguenot Society of Great Britain & Ireland Irish section (€200 towards Huguenot-related publications)
Kilmore, Elphin and Ardagh diocese (£300)
Monkstown (Dublin) (€200)
Rossorry (Clogher) (£200)
St Mary's Cathedral Limerick (€300)
Smyly Trust (€500)
Tuam Diocesan Council (€500)

- **Accessions**

Books and periodicals were purchased to meet the needs of ordinands in the Church of Ireland Theological Institute and the wider Church readership. These purchases were augmented by donations of books from publishers, authors and others.

The Library received welcome donations of books from Joe Carroll (former Religious Correspondent, *The Irish Times);* Mrs Linda Crawford; the late Tony and Mrs Joanna Crooks; Dr Margaret Daly-Denton; Dr David Dickson (from the library collection of his late father, the Revd GW Dickson); the Revd David Godfrey; Louis Hemmings; the Revd Cecil Hyland; the Revd Robert Kingston; the Revd Gordon Linney; Dean Robert MacCarthy; the family of late Canon John W. McKegney; Dr Kenneth Milne; Robert Neill; Dr Bridget Nicols; Hilary O'Connor; the family of the late Very Revd Ernon Perdue; Kate Turner (from the library of her late father, Canon Edgar Turner) and Willowfield parish (Down).

Additionally the following authors all donated copies of their recently published work: Patrick Butler; the Rt Revd Richard Clarke; the Rt Revd Edward Darling; Canon Ian M. Ellis; Dr Rachel Finnegan; Canon W.E.C. Fleming; the Rt Revd Ferran Glenfield; Sally Harpur O'Dowd; David Logan; the Very Revd John Mann; Dr Jimmy Murray; Fiona

Murray & Eda Sagarra; Petre Nissing-Connelly; Prof. Thomas O'Loughlin; Lesley Roberts; Brian Smith; Prof. Jeremy J. Smith; and Ged Walsh.

Additional tranches of parish and diocesan records were transferred to the Library from local custody. The principal archival accessions were records from 24 parishes, including significant materials for parishes within Fermoy Union (Cork) and for Willowfield parish (Down). Whilst no diocesan collections were transferred this year there were transfers of records relating to four cathedrals (St Patrick's and Christ Church Dublin, St Mary's Limerick and Holy Trinity Waterford) and 23 new accessions of manuscript collections, significant amongst which are the following: the papers of sister and brother Elizabeth Ferrar, (1912-2001) missionary and teacher, and Michael Lloyd Ferrar (1909-1960), Warden of the Divinity Hostel, 1939-1960, covering the period 1939-2000; the Dublin & Glendalough Mothers' Union, 1892-2023 and a collection of research files, photographs, plans and burial inscriptions for churches in County Mayo, compiled by Patrick Butler.

A list of accessions of archives and manuscripts to the Library during 2024 is included as Appendix I (page 119).

- **Ministerial training**

One of the Library's core functions is supporting ministerial training, including part-time training, the Foundation Year programme, the Certificate in Christian Theology and Practice, training for Reader ministry, and those considering ministerial training in the Fit for the Purpose programme. In-person induction of all students took place and Library staff devised the content of a new practical training workshop specifically on the care of church plate and records for interns which was well received.

- **Cataloguing**

The Library continues to source, accession and catalogue new books and other reading materials. The work of cataloguing and uploading bibliographical data to the online Library catalogue system – available online at <https://libcat.rcbdub.org/liberty/libraryHome.do> – continued in earnest, and some 459 new books were processed and added during the year (over half of which were newly published).

Records from 24 individual parishes were processed with summary lists updated and posted on the website. Detailed descriptive summaries and some lists were also provided for the 23 new collections of manuscripts.

- **Parish register digitization project**

The fourth phase of the Library's long-term project to digitize the parish registers in its holding was completed during 2024. Having been awarded a further capital project grant of €47,500 (itemised in the Finance spreadsheet) by the Minister Tourism, Culture, Arts, Gaeltacht, Sport and Media under the state-funding Digitization Programme, all of the relevant registers from the remaining counties of the Republic of Ireland (apart from Cork) have now been paginated, prepared for digitization and imaged. The pagination, pre-preparation and post-production quality control work was carried out by the Library staff with the overall delivery of the project including the systematic digital imaging, related linking and mapping provided by digital archivist Dr Michael O'Neill.

During this Phase, digital surrogates in Jpeg, Tiff and Pdf file formats have been created of relevant registers in the following counties: Clare, Galway, Kilkenny, Limerick, Longford, Louth, Tipperary, Waterford, Wexford and Wicklow. This breaks down to some 250 parishes; a total of 678 volumes of registers and 45,348 images taken. The relevant surrogates are in Cloud storage, while additionally hard-drive backups are available and when the appropriate time comes from there they can easily be transferred and uploaded for use through the <www.irishgenealogy.ie> platform.

In the interim, using the pdf files, which are linked to the online map locator, it is possible for RCB Library staff and visitors alike to view registers in-house on the dedicated OPAC monitors in the reading room. Not only has this access had the desired effect of reducing wear and tear of the original volumes – thus fulfilling the Project's overall preservation objective – but additionally it is facilitating new research: because each parish collection is accessible through a county digital maps, it is possible for researchers to easily extend their searching to neighbouring parishes.

- **Church plate**

Over a three-month period at the beginning of the year, a significant review of church plate in the Library's custody was completed by the Assistant Librarian assisted by Mrs Mary Furlong, who as a former member of the Library staff created the original Inventory of Church Plate database and thus has an unmatched knowledge of the collection as a whole. This

knowledge has now been shared with the next generation, and there were several other positive outcomes of this focused work. These are that the master database has been updated into a more manageable Excel format; some 340 items have been identified as suitable for either future loans to parishes, or for exhibition purposes including a small number of items that have been professionally repaired, and additionally a further 445 items were extracted as unsuitable for use, and now re-housed in secure vault storage, freeing up considerable storage space for records.

The Library has produced a new set of guidelines covering all aspects of Church Plate Regulations and Loan Requirements, in response to confusion and uncertainty about the regulations governing the responsibility for protecting and securing church plate at local level. The guidelines are available on the Parish Resources section of the Church of Ireland website at <www.churchofireland.org/parish-resources/property-trusts>, under the heading 'Guidelines & Policies'.

New transfers of plate were received from local custody in Kilcommon (Ferns), Kilmeaden (Lismore), St Werburgh's (Dublin) and St Mary's Athlone (Meath). Along with these transfers a travelling communion set was donated by the family of the late Canon Rowland Athey (1898-1956).

Items were loaned to Waterford Cathedral (Waterford) and Kilmeaden (Lismore); while the terms of a special loan agreement with the Office of Public Works (OPW) for the temporary loan of the Orpen Chalice from the parish of Stillorgan (Dublin) facilitated its secure transfer and display for a six-month period in the Farmleigh Gallery.

- **Gloine**

The Library processed some 15 images from the bank of digital archives of stained glass, in accordance with the new protocols devised to protect the RCB's copyright interests. The Librarian & Archivist attended a workshop organised by The Stained Glass Museum at Ely Cathedral, in collaboration with the British committee of the Corpus Vitrearum, 'Recording British Stained Glass: The Future of Databases' with stained glass experts to engage on the cataloguing and researching stained glass in the British Isles, and collective ways to ensure data remains available to future generations.

- **Conservation**

The Library's Conservation Fund was utilised to repair and conserve a baptismal register, a burial register and register of vestry members for the parish of Donadea (Kildare) and a combined register of baptisms, burials and marriages for Shanrahan parish (Lismore) the expert work completed by paper conservationist Liz D'Arcy. Additionally, Ms D'Arcy also conserved two further vellum patents from St Patrick's Cathedral Dublin (the costs provided by the Cathedral) prior to their transfer to the Library when they were integrated into the existing cathedral collection.

The Library's hardcopy binding of the 2024 editions of the *Church Review* (Dublin and Glendalough diocesan magazine), the *Church of Ireland Gazette* and *Search: A Church of Ireland Journal* were also completed to ensure a bound hardcopy is preserved.

- **Community engagement**

  - With the family, friends and former colleagues of the late Canon JR Bartlett for the installation of the Bartlett Collection on the Rathmines campus.

  - With the Dean of Ossory, staff of St Canice's Cathedral, and expert conservator Dr John Gillis, to devise the required specifications and terms of a loan agreement to realise the one-year exhibition of the Red Book of Ossory in local custody in Kilkenny and provide ongoing support while the exhibition continues.

  - With the Four Courts Press, to launch the most recent in the Library's Texts and Calendars series: *The Churchwardens' Accounts of the Parishes of St Bride, St Michael Le Pole and St Stephen, Dublin, 1663-1702*, edited by WJR Wallace.

  - With the Head of Property & Trusts and members RCB Campus Review Group, by consulting with the appointed architects Mullarkey Pedersen and responding with a detailed specification for a new library/archive building including a breakdown of the entire contents. A further site visit was made with the architects to the Irish Military Archives, Rathmines.

  - With the OPW for the loan the Orpen Chalice for the six-month exhibition of paintings, artworks and memorabilia relating to the Orpen family, hosted at Farmleigh Gallery, Phoenix Park, Dublin.

- With the Dean and Chapter of St Flannan's Cathedral Killaloe in an application to the Heritage Council for funding and the conservation of its records.

- With the deans and cathedral staff of Waterford and Lismore cathedrals - in the context of a study visit for Library staff to learn about the heritage collections in both cathedrals and support ongoing heritage-related projects.

- With the parish of St Nicholas's Galway (Tuam) by loaning an early prayer book in Irish for display in the church during Heritage Week, in conjunction with Galway Museum.

- With the team of Ireland's Virtual Record Treasury, which aims to recreate, virtually, the collections of the Public Record Office of Ireland (PROI) destroyed on 30 June 1922. The Library continues as a participating institution in this initiative and this year engaged with the Treasury team in a sharing and learning experience on the benefits of the Transkribus system to custom-train AI for digitizing and interpreting historical documents.

Acknowledging the professionalism and commitment to its work by the entire staff team, the Committee paid particular tribute to Ella Squire, who having graduated with a Masters degree in Archives and Records Management at UCD made a significant contribution as Assistant Archivist in the Library during an 18-month period, and has now moved to the Irish Film Institute as Library & Special Collections Officer.

Following a recruitment process in December the Committee has been pleased to welcome Rachel Bennett as the new Assistant Archivist.

DONATIONS AND BEQUESTS TO THE CHURCH OF IRELAND

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

The RCB was incorporated by Charter to hold property and funds in trust for the Church. As a permanent trustee body it administers a large number of trusts donated or bequeathed for specific Church purposes, parishes and dioceses. The RCB, on behalf of the Church of Ireland, wishes to express its gratitude to all those who have made a donation or bequest in this way and are thus supporting the Church in the fulfilment of its work on an ongoing basis.

There is considerable advantage in donating or bequeathing in trust to a permanent trustee body such as the RCB rather than to local trustees, as there is no need to appoint new trustees from time to time.

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

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

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

- **Tax relief on charitable donations**

Northern Ireland

The Gift Aid scheme gives tax relief on charitable donations and is available to all taxpayers resident in Northern Ireland. Tax can be reclaimed on donations of any amount, provided the amount reclaimed does not exceed the total amount of tax paid that all charities and Community Amateur Sports Clubs (CASCs) will reclaim on donations made by the donor in the relevant tax year. Information on how to avail of Gift Aid is available from Church House Dublin.

The total value of donations collected under Gift Aid on behalf of parishes in 2024 was £4,944,019 to which the income tax recovered by the RCB added £1,235,255 to give a total of £6,179,275 compared with £5,813,531 in 2023. Parishes are increasingly adopting electronic accounting methods as an aid to SORP compliance and filing their own claims directly with HMRC.

Since 6 April 2013, charities that receive small cash donations of £30 or less are able to apply for a Gift Aid style repayment, without the need to obtain Gift Aid Declarations for these donations, under the Gift Aid Small Donations Scheme (GASDS). The RCB assists parishes who wish to make claims through GASDS. From 6 April 2017 the amount of small donations on which the repayment can be claimed is capped at £8,000 per tax year per church. The value collected under GASDS on behalf of parishes in 2024 was £476,020 to which the income tax recovered by the RCB added £119,005 to give a total of £595,025 compared with £544,859 in 2023. Information on how to claim under GASDS is available from Church House Dublin and at <www.churchofireland.org/parish-resources/parish-finances>, under the heading 'Advice for Treasurers'.

Republic of Ireland

Tax relief for donations to approved bodies under Section 848A of the Taxes Consolidation Act 1997 applies as follows:

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

Further information is available from Church House Dublin and at <www.churchofireland.org/parish-resources/parish-finances>, under the heading 'Advice for Treasurers'.

- **Form of Bequest**

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

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

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

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

- **Donations, bequests and funds received**

A list of funds received by the RCB in 2024 on behalf of parishes, dioceses and special trusts is included as Appendix H (page 118).

- **Trusts for graves**

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

MISCELLANEOUS AND GENERAL

- **Deposit interest (rates)**

  The rates of interest allowed or charged by the RCB are linked to the rates ruling from time to time in the money market. The following rates of interest were applied in 2024:

	€		£	
	Dr	Cr	Dr	Cr
QUARTER ENDED	%	%	%	%
31 March	3.50	2.00	5.25	3.75
30 June	3.50	2.00	5.25	3.75
30 September	3.50	2.00	5.25	3.25
31 December	3.50	2.00	5.25	3.25

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

- **Inflation statistics (5-year review)**

Year on year (December)	UK (CP Index)	Republic of Ireland (CP Index)
2020	0.8%	-0.9%
2021	5.4%	5.5%
2022	10.5%	8.2%
2023	4.0%	4.6%
2024	2.5%	1.4%

RESOLUTIONS RECOMMENDED TO THE GENERAL SYNOD

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

I. Allocations

That the General Synod hereby authorises the Representative Body to make the following allocations from General Funds in 2025:

	€
A. Maintenance of the stipendiary ministry	
• Episcopal costs	1,240,798
• Chaplaincy costs	431,200
• Miscellaneous	220,066
B. Pension related costs	-
C. Training of ordinands	1,424,727
D. General Synod activities	1,680,713
E. Miscellaneous	56,625
F. Pioneer Ministry	431,399
	5,485,528

II. Clergy and Ministry Protection Fund

That, in accordance with the Statute Ch XVI of 2003 as amended by the Statute Ch III of 2015, the General Synod hereby affirms the decision of the Representative Body that the rate of contribution from each diocese to the Clergy and Ministry Protection Fund in respect of the year 2026 be set at 2.0% of the Minimum Approved Stipend in force at 1 January 2026 multiplied by the sum of the number of cures, including vacant cures, in such diocese at 30 June 2025.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2024

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
FINANCIAL STATEMENTS 2024 **PAGE 2**

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

CHAIR

- Ms HJ Prentice*

MEMBERS *(ex officio)*

- The Archbishop of Armagh
- The Archbishop of Dublin
- Canon GC Richards (Allocations Committee)
- Mr L Ruttle (Investment Committee)
- Ms H Arnopp† (Property Committee)
- Mr M Johnston (Stipends Committee)

MEMBERS (elected)

- Rt Rev Dr WP Colton
- Rev Canon H Gilmore
- Very Rev N Crossey
- Very Rev NJW Sloane
- Mr LJW MacCann (Deputy Chair)
- Mr RS Neill
- Mr H Algeo‡
- Mr O Paulin§

BANKERS

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

CUSTODIANS

- Northern Trust
  Canary Wharf, London E14 5NT

AUDITORS

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

OFFICERS

- Chief Officer and Secretary	Mr D Ritchie
- Head of Finance	Ms J Bond‖
- Head of Synod Services and Communications	Mrs J Maxwell
- Head of Property and Trusts	Mrs P High
- Senior Solicitor	Mr M McWha

OFFICE: Church of Ireland House, Church Avenue, Rathmines, Dublin D06 CF67.

The Representative Church Body is Registered Charity Number 20003623.
CHY (Revenue) Number: 2900.

* in place of Mr H Algeo
† in place of Mr JK Roberts
‡ in place of Mr HJ Saville
§ in place of Ms HJ Prentice
‖ in place of Ms K Williams

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
EXECUTIVE COMMITTEE REPORT **PAGE 4**

The Representative Body of the Church of Ireland is an incorporated trust established by royal charter to hold property and financial assets on behalf of the Church.

General Funds are used to support the general mission of the Church, with parish, diocesan and other funds held for the benefit of the particular Church entity which is the beneficial owner. The outcomes for the year ended 31 December 2024 for General Funds and for other trust funds are set out in the financial statements. General Funds total funds employed increased by €28.7m to €274.35m. The potential recession for 2024 based on rising unemployment and high interest rates never materialised and instead equity markets saw strong returns throughout the year.

For 2024 the long-term sustainable target return was 3.6%, with the target withdrawal or spend set at 3.6% (based on the five-year average fund value) to meet cost of operations and allocations in 2024 of €7.28m (2023: €6.83m). The actual withdrawal required to support cost of operations and allocations, net of other income, was below the target withdrawal of 3.6% at 3.38% (2023: 3.21%). On a total return basis 2024 recorded a surplus of €0.45m. The RCB seeks to continue to manage its withdrawal from General Funds prudently over the short and medium term to preserve capital for the present and future Church.

Funds held for the benefit of individual Church of Ireland trusts increased in value by €23.27m to €410.16m. Markets saw a strong recovery in 2024 as noted above. The fund is biased towards dividend paying stocks. Net receipts and withdrawals from these funds amounted to net receipts of €5.55m (2023: net receipts €1.92m). Distribution of income is made biannually from these funds and together with the refund of Gift Aid reclaimed for NI parishes amounted to €13.97m. The 2024 distribution payment to unit holders saw an increase of 0.5 cent in ROI to 13.0 cent per unit and an increase of 1.0 pence in NI to 12.8 pence per unit.

During 2024, the Executive Committee reviewed compliance with the Charities Regulator's Governance Code, and determined that the RCB continues to be fully compliant.

Statement of Trustee's Responsibilities

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

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

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

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

HJ Prentice
Chair, Executive Committee
11 March 2025

pwc

Independent auditors' report to the Executive Committee of the Representative Church Body of the Church of Ireland

Report on the audit of the financial statements

Opinion

In our opinion, Representative Church Body of the Church of Ireland's financial statements:

- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland").

We have audited the financial statements, included within the Financial Statements, which comprise:

- the balance sheet as at 31 December 2024;
- the statement of financial activities for the year then ended;
- the cash flow statement for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

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 entity 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.

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.

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 entity'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 Executive 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 entity's ability to continue as a going concern.

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

pwc

Reporting on other information

The other information comprises all of the information in the Financial Statements other than the financial statements and our auditors' report thereon. The Executive Committee are 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 or, 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.

Responsibilities for the financial statements and the audit

Responsibilities of the Executive Committee for the financial statements

As explained more fully in the Statement of Trustee's Responsibilities set out on page 4, the Executive Committee are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The Executive Committee are 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 Executive Committee are responsible for assessing the entity'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 Executive Committee either intend to liquidate the entity 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: http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf.

This description forms part of our auditors' report.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
REPORT OF THE INDEPENDENT AUDITORS **PAGE 7**

pwc

Use of this report
This report, including the opinion, has been prepared for and only for the Executive 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 entity, save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers
Chartered Accountants
Place
Date 11 March 2025

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
ACCOUNTING POLICIES PAGE 8

The significant accounting policies adopted by the Representative Church Body (RCB) are as follows:

(i) **General Information**

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

- The administration of trusts together with the provision of investment and treasury management services. A charge is recovered from the beneficial owners of the investments under the RCB's management in respect of the costs incurred by the RCB in providing the investment and treasury management services.

- The provision of other management services including payroll services provided for the dioceses, property and legal services to parishes, dioceses and the wider Church, and the provision of support to the core work of the Church generally. The costs incurred by the RCB in providing these services are recovered from the investment income earned on investments managed by the RCB on behalf of the General Synod.

(ii) **Basis of Presentation**

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

- **RCB activities**

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

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

- **General Funds**

  The column headed 'General Funds' in the SoFA represents the investment income earned from investments which are under the management of the RCB but are held for the benefit of the wider Church of Ireland. The costs incurred by the RCB in the provision of investment and other services are recovered from the General Funds investment income earned. Allocations represent amounts expended on wider Church activities as detailed in Note 6.

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

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

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

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

(iii) **Basis of Preparation**

In the preparation of financial statements, the accounting policies adopted are based on the Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"). Not all aspects of these generally accepted accounting standards have been applied to the financial statements. Certain disclosures required by the following sections in FRS 102 have not been made in these financial statements. These include:

- Section 3 - Statement of Comprehensive Income and Income statement
- Section 4 - Statement of Financial Position
- Section 28 - Employee Benefits
- Section 33 - Related Party Disclosures

The preparation of financial statements in conformity with FRS 102 requires the use of certain key assumptions concerning the future, and other key sources of estimation uncertainty at the end of the financial year. It also requires the trustees to exercise judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or areas where assumptions and estimates have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed below in note (iv).

The format and certain wording of the financial statements have been presented so that, in the opinion of the Executive Committee, they reflect most appropriately the nature of the RCB's activities as a not-for-profit organisation.

(iv) **Critical accounting judgements and estimation uncertainty**

Estimates and judgements made in the process of preparing the entity financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions

The Trustees make estimates and assumptions concerning the future in the process of preparing the entity financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

- **Valuation of investments**

  The valuation of investments, which includes unquoted investments, is based on an independent valuation of the investments, based on the underlying assets values in the accounts of the quoted and unquoted investment entity. There is a level of estimation involved in these valuations. The Trustees review the individual valuations applied which includes considering subsequent performance of the investments and takes account of advice provided by external investment advisors.

Valuation of investments

Initial measurement
Purchases and sales of financial assets (including investments, currency forwards and government bond futures) are accounted for at trade date for financial statement purposes. Realised gains and losses on disposals of financial assets are calculated based on the difference between the average cost of the assets sold and the sale proceeds at the date of sale. Transaction costs for financial assets are recognised directly and included in the cost of the investment. Transaction costs associated with the disposal of a financial asset are offset against the sales proceeds received.

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

In the case of financial assets not traded on an exchange, fair value is based on a value determined by the investment managers. These valuations are subject to review by the RCB to ensure the valuations used are appropriate.

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

(vi) **Financial instruments –** Financial instruments are used as part of the RCB's portfolio risk management strategy and as part of the portfolio investment return strategy.

Financial instruments are stated at market value at year end.

The valuation movement of contract positions is recognised in unrealised gains and losses on the Statement of Financial Activities.

(vii) **Income recognition** – Income includes interest and dividends receivable during the financial year and, in the case of General Fund assets, reflects bought and sold interest on bond transactions in the accounting period and fees received from the securities lending programme. Other income recognised includes tax refunds on gift aid, grants and subvention from other Church funds and are accounted for as and when received and receivable.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
ACCOUNTING POLICIES **PAGE 10**

(viii) **Foreign exchange translation** – The Functional and Presentation currency of the RCB is euro. This is considered to be the currency of the primary economic environment.

Assets and liabilities in currencies other than the functional currency of the RCB are translated into euro at the exchange rates ruling at the balance sheet date. Transactions in currencies other than the functional currency of the RCB are translated into euro at the rates ruling at the transaction date. Gains and losses on foreign exchange transactions are recognised in the Statement of Financial Activities on page 11. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate was €1 = £0.8275 (2023 €1 = £0.8669).

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

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

(x) **Loans** – Loans in the General Funds Balance Sheet are stated at book cost at the balance sheet date.

(xi) **Financial Risk** – The RCB manages a variety of risks, including market price, interest rate, foreign currency and liquidity, through the maintenance of a widely diversified portfolio of actively traded financial assets. Note 11 to the financial statements sets out the exposure and the detail of treatment adopted.

(xii) **Tangible fixed assets and depreciation** – Land is stated at cost. Other fixed assets are stated at cost less accumulated depreciation and are depreciated over the period of their expected useful economic lives. Depreciation is calculated using the following annual rates: Premises: 2% to 10% (providing the useful life is less than 50 years); Furniture and fittings: 8% to 10%; Office equipment: General 20%, System software 10%, Other software 20%.

Depreciation is not provided on any property where the estimated useful life is more than 50 years.

On 1st January 2016 the RCB added properties to its Balance Sheet, which although owned, had not previously been included in the financial statements. These properties were valued at 1st January 2016 and these valuations will be considered the properties deemed cost for future accounting periods.

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

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

Included in Reserves is an amount provided for allocations in 2022.

(xiv) **Going concern**

The financial statements have been prepared on a going concern basis which is considered appropriate by the Trustee.

(xv) **Cost of operations**

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

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

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

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
STATEMENT OF FINANCIAL ACTIVITIES **PAGE 11**

		Year ended 31st December 2024			Year ended 31st December 2023		
	Notes	RCB activities €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000	RCB activities €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
Incoming resources							
Income from investments		-	5,579	10,955	-	5,107	10,255
Income from property and loans		-	80	-	-	218	-
Deposit Interest		-	161	2,224	-	161	2,495
Tax refund Gift Aid		-	-	1,637	-	-	1,467
Grants and other income		-	340	-	-	403	-
Profit on the sale of Fixed Asset		-	-	-	-	-	-
Subvention from other Church funds		-	150	-	-	150	-
		-	6,310	14,816	-	6,039	14,217
Resources expended							
Cost of operations							
Cost of generating funds	5	1,985	-	-	1,867	-	-
Cost of charitable activities	5	1,310	-	-	1,168	-	-
Cost of governance activities	5	605	-	-	565	-	-
Other operating costs	5	617	-	-	519	-	-
RCB costs recovered	5	(4,517)	3,674	843	(4,119)	3,336	783
Net incoming resources before allocations and distributions		-	2,636	13,973	-	2,703	13,434
Allocations, distributions and other charges							
- Allocation expended in year	6a,6b	-	3,891	-	-	3,860	-
- Distributions		-	-	13,973	-	-	13,434
		-	3,891	13,973	-	3,860	13,434
Decrease in resources before recognised gains and losses	4	-	(1,255)	-	-	(1,157)	-
Recognised gains and (losses)							
Gains unrealised on revaluation	4,7	-	25,814	12,947	-	12,758	21,436
Gains realised on invested assets	4,7	-	4,043	875	-	3,385	390
Currency movements	4,7	-	348	3,893	-	408	1,649
Other recognised (losses)	4,11	-	(226)	-	-	(355)	-
Net gains in funds		-	28,724	17,715	-	15,039	23,475
Total funds brought forward		-	245,625	386,892	-	230,586	361,499
Net receipts	1,7(c)	-	-	5,550	-	-	1,918
Total funds carried forward		-	274,349	410,157	-	245,625	386,892

Signed: *HJ Prentice*
LJW MacCann
Date: *11 March 2025*

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

BALANCE SHEET **PAGE 12**

	Notes	As at 31st December 2024 RCB activities €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000	As at 31st December 2023 RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
TANGIBLE FIXED ASSETS	1	6,688	-	-	6,548	-	-
INVESTMENTS							
Loans		-	1,215	-	-	1,354	-
Invested fund assets	2,3	-	262,051	368,459	-	233,427	349,343
		6,688	263,266	368,459	6,548	234,781	349,343
CURRENT ASSETS							
Debtors		2,482	290	-	2,419	367	-
Cash on short term deposit	10	-	3,086	41,698	-	3,067	37,549
		2,482	3,376	41,698	2,419	3,434	37,549
CURRENT LIABILITIES							
Creditors		(1,463)	-	-	(1,557)	-	-
		(1,463)	-	-	(1,557)	-	-
NET CURRENT ASSETS		1,019	3,376	41,698	862	3,434	37,549
TOTAL ASSETS LESS CURRENT LIABILITIES		7,707	266,642	410,157	7,410	238,215	386,892
BALANCE WITH GENERAL FUNDS		(7,707)	7,707	-	(7,410)	7,410	-
TOTAL NET ASSETS		-	274,349	410,157	-	245,625	386,892
FUNDS EMPLOYED	4,7(c)	-	274,349	410,157	-	245,625	386,892

Signed: *HJ Prentice*
LJW MacCann
Date: *11 March 2025*

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
CASH FLOW STATEMENT **PAGE 13**

	Notes	Year ended 31st December 2024 RCB activities €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000	Year ended 31st December 2023 RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
NET INCOMING RESOURCES BEFORE ALLOCATIONS AND DISTRIBUTIONS	8	-	2,888	13,973	-	3,288	13,434
ALLOCATIONS AND DISTRIBUTIONS							
Allocations expended and distributions		-	(3,891)	(13,973)	-	(3,860)	(13,434)
		-	(1,003)	-	-	(572)	-
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS							
Purchase of investments		-	(121,459)	(4,795)	-	(121,843)	(5,346)
Sale of investments including currency movements		-	115,941	2,084	-	116,522	1,847
Sale of properties		-	-	-	-	120	-
Gains and losses including currency movements		-	4,228	302	-	3,348	2,174
Other fund charges		-	(535)	-	-	400	-
Repayment of glebe, miscellaneous and car loans		-	140	-	-	144	-
Purchase of fixed assets	1	-	(337)	-	-	(209)	-
NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS		-	(2,022)	(2,409)	-	(1,518)	(1,325)
FINANCING							
Net cash inflow for specific trusts		-	-	6,375	-	-	253
NET CASH FLOW FROM FINANCING		-	-	6,375	-	-	253
(DECREASE)/INCREASE IN CASH	9	-	(3,025)	3,966	-	(2,090)	(1,072)

Signed: *HJ Prentice*
LJW MacCann
Date: *11 March 2025*

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

1 TANGIBLE FIXED ASSETS

	Premises	Furniture and fittings	Office equipment	Total
	€'000	€'000	€'000	€'000
Cost				
At 1st January 2024	8,523	741	2,730	11,994
Additions	11	45	281	337
Disposals	-	-	-	-
Currency adjustment	128	-	7	135
At 31st December 2024	8,662	786	3,018	12,466
Accumulated depreciation				
At 1st January 2024	2,558	577	2,311	5,446
Charge for year	163	21	121	305
Disposals	-	-	-	-
Currency adjustment	20	-	7	27
At 31st December 2024	2,741	598	2,439	5,778
Net book value				
At 31st December 2023	5,965	164	419	6,548
At 31st December 2024	5,921	188	579	6,688

2 (a) FINANCIAL INSTRUMENTS

General Funds use derivatives as part of its portfolio risk management strategy and as part of the portfolio investment return strategy. The use of financial instruments includes currency forwards and government bond futures which are used in the Alliance Bernstein fixed income fund.

The government bond futures at 31 December 2024 are offset by interest rate derivative swaps. The valuation movement of the currency forwards at 31 December 2024 is (€0.09m) (2023: - €0.08m), with a movement of €6k on the credit default swaps. Realised and unrealised gains/(losses) on derivatives are included in Note 4.

(b) INVESTMENT AT FAIR VALUE

Best practice requires the classification of fair value measurements using a fair value hierarchy that reflects the significance of inputs used in making the measurements.

The fair value hierarchy in use in the entity has the following levels:

Level 1 - Values based on quoted prices in an active market.

Level 2 - Values based on inputs other than quoted prices included within Level 1 that are observable (i.e. developed using market data).

Level 3 - Inputs for the value of the asset or liability are not based on observable market data.

2 (b) INVESTMENT AT FAIR VALUE (CONTINUED)

The following is an analysis of the RCB's financial assets measured at fair value as at 31 December 2024.

	2024			Total
	Level 1	Level 2	Level 3	2024
	€'000	€'000	€'000	€'000
Financial assets at fair value				
Bonds	16,382	51,086	-	67,468
Equity	160,685	-	-	160,685
Externally Managed Funds	-	4,549	-	4,549
Alternatives	-	-	12,786	12,786
Cash	16,563	-	-	16,563
	193,630	55,635	12,786	262,051

	2023			Total
	Level 1	Level 2	Level 3	2023
	€'000	€'000	€'000	€'000
Financial assets at fair value				
Bonds	22,281	45,732	-	68,013
Equity	126,230	-	-	126,230
Externally Managed Funds	-	4,835	-	4,835
Alternatives	-	-	14,742	14,742
Cash	19,607	-	-	19,607
	168,118	50,567	14,742	233,427

The RCB invests the majority of its assets in investments that are traded in an active market and can be readily disposed of. The underlying investments of Level 3 Externally Managed Funds are mainly made up of quoted investments and these funds comprise RCB holdings in pooled investment vehicles, managed by RCB directly.

The hierarchy of the underlying investments in the Parish, Diocesan and Other Trust Funds are available in the ROI Unit Trust and NI Unit Trust Financial Statements.

2 (c) SECURITIES LENDING

The invested assets of General Funds include securities on loan at year end with a market value of €7.0m (2023: €12.8m). The loaned securities continue to be carried as investment assets in General Fund investments in the Balance Sheet. The lending agreement requires collateral to be provided by the borrowers of the securities. General Funds hold non cash collateral of €7.4m (2023: €13.6m) in respect of these securities. This collateral is not recorded as an asset with a matching liability in the Balance Sheet. The income received due to securities lending activities is included in income from investments in the SoFA and totals €28k for the year (2023: €36k).

3 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	2024	2023
	€'000	€'000
RB General Unit Trusts	368,435	349,136
Cash	24	207
	368,459	349,343

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

4 FUNDS EMPLOYED

	Balance at 1.1.24 €'000	Decrease in resources before gains and losses €'000	Currency translation movements €'000	Pension & reserve movements €'000	Recognised gains/ (losses) €'000	Profit on investment sales €'000	Fund Fees €'000	Revaluation movements €'000	Balance at 31.12.24 €'000
Capital invested	235,944	(1,255)	165	(1,463)	589	4,043	(791)	25,814	263,046
Property Reserve	3,891	-	127	-	-	-	-	-	4,018
Invested assets	239,835	(1,255)	292	(1,463)	589	4,043	(791)	25,814	267,064
Net capital invested	239,835	(1,255)	292	(1,463)	589	4,043	(791)	25,814	267,064
Designated reserves									
Allocations reserve for following year (Note 6)	4,257	-	48	1,463	-	-	-	-	5,768
Staff pensions reserve	99	-	-	-	2	-	-	-	101
Sundry designated reserves	1,434	-	8	-	(26)	-	-	-	1,416
	245,625	(1,255)	348	-	565	4,043	(791)	25,814	274,349

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED **PAGE 17**

5 COST OF OPERATIONS

	2024 €'000	2023 €'000
Cost of generating funds		
Payroll and related costs	1,715	1,589
Less - payroll & other costs recharged	(260)	(250)
	1,455	1,339
External Investment managers and other costs	78	79
Office costs, maintenance, insurance, rates & related	292	286
Depreciation	160	163
	1,985	1,867
Cost of charitable activities		
Payroll and related costs	953	785
Less - payroll costs recharged	(281)	(257)
	672	528
Office costs, maintenance, insurance, rates & related	182	174
Depreciation	100	102
RCB Library	309	267
Church Wide Mental Health Project	47	97
Church Wide grants	-	-
Pioneering Ministry	-	-
	1,310	1,168
Cost of governance activities		
Payroll and related costs	558	510
Less - payroll costs recharged	(235)	(214)
	323	296
Office costs, maintenance, insurance, rates & related	82	78
Depreciation	45	46
Audit fees	89	88
Central committee & Episcopal Electoral expenses	65	57
Episcopal electors expenses	1	-
	605	565
Other operating costs		
Professional fees	554	457
Payroll payments to retired staff	63	62
	617	519
Total cost of operations	4,517	4,119

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

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

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED **PAGE 18**

6 ALLOCATIONS

	2025 €'000	2024 €'000	2023 €'000
(a) Reserve for following year			
Maintenance of the stipendiary ministry	1,942	1,527	1,348
Retired clergy and surviving spouses	-	-	100
Training of ordinands	1,575	1,302	1,251
General Synod activities	1,763	1,234	1,161
Miscellaneous financing	57	17	16
Pioneering Ministry	431	241	192
Reserve for following year (see Note 4)	5,768	4,321	4,068

	2024 €'000	2023 €'000
(b) Expended in year		
Allocation Expended in Year	4,321	4,068
Less - allocations (unexpended)	(430)	(208)
	3,891	3,860

The reserve for 2025 Allocations included in designated reserves in Note 4, is the gross amount committed by General Funds to be spent on wider Church activities in 2025.

7 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	Balance at 1.1.24 €'000	Currency translation movements €'000	Capital changes/ movements €'000	Profit on sales €'000	Revaluation movements €'000	Balance at 31.12.24 €'000
(a) INVESTED CAPITAL						
Parish trusts and glebe sales	196,035	2,165	30	740	6,669	205,639
Diocesan stipend and general funds	40,189	663	(259)	106	1,354	42,053
Diocesan miscellaneous trusts	15,805	188	146	-	629	16,768
Diocesan episcopal funds	10,019	74	(1)	-	418	10,510
Less: diocesan car loans	-	-	-	-	-	-
	262,048	3,090	(84)	846	9,070	274,970
Sundry trusts	79,356	602	2,962	29	3,088	86,037
General Synod funds	14,851	117	76	-	606	15,650
Trusts for retired clergy and spouses	5,927	84	(128)	-	183	6,066
	362,182	3,893	2,826	875	12,947	382,723

7 PARISH, DIOCESAN AND OTHER TRUST FUNDS (CONTINUED)

(b) PARISH, DIOCESAN AND OTHER FUNDS RESERVES

	2024 €'000	2023 €'000
Designated		
Diocesan stipend & general funds	8,726	6,763
Parish endowments	445	394
Miscellaneous diocesan trusts	917	862
General Synod trusts	302	265
Other trust funds	12,804	12,368
Clergy pensions & related funds	785	715
Trust creditors	1,269	1,437
	25,248	22,804
Undesignated		
Auxiliary and Sundry Projects Funds	2,186	1,906
Summary - reserves		
Designated	25,248	22,804
Undesignated	2,186	1,906
	27,434	24,710

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

	2024 €'000	2023 €'000
Capital funds invested	382,723	362,182
Designated and undesignated reserves	27,434	24,710
	410,157	386,892
Net receipts/(withdrawals)		
Capital receipts/(withdrawals) (7a)	2,826	(8)
Movement in reserves (7b)	2,724	1,926
Total net receipts	5,550	1,918

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED **PAGE 20**

8 CASH FLOW RECONCILIATION

The Cash Flow Statement has been prepared in line with the measurement principles of Financial Reporting Standard No 1.

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

		2024			2023		
	Notes	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
Net incoming resources before allocations and distributions		-	2,636	13,973	-	2,703	13,434
Other recognised losses		(512)	512	-	(856)	856	-
Change in other debtors		(63)	77	-	930	(62)	-
Change in creditors		(94)	-	-	(606)	-	-
Change in financial instruments		-	-	-	-	-	-
Net amortisation of fixed assets	1	332	-	-	323	-	-
Special pension fees		-	-	-	-	-	-
Profit on sale of properties		-	-	-	-	-	-
Transfer		337	(337)	-	209	(209)	-
Net cash inflow		-	2,888	13,973	-	3,288	13,434

9 ANALYSIS OF CHANGES IN CASH DURING THE YEAR

		2024			2023		
	Notes	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
Net cash (outflow)/inflow		-	(3,127)	4,049	-	(2,132)	(1,325)
Effect of foreign exchange rate changes		-	102	(83)	-	42	253
(Decrease)/increase in cash		-	(3,025)	3,966	-	(2,090)	(1,072)
Balance at 1 January		-	22,674	37,756	-	24,764	38,828
Balance at 31 December	10	-	19,649	41,722	-	22,674	37,756

10 ANALYSIS OF CASH BALANCES

Cash on short term deposit	-	3,086	41,698	-	3,067	37,549
Cash at bank	-	-		-	-	-
Cash held by investment managers	-	16,563	24	-	19,607	207
	-	19,649	41,722	-	22,674	37,756

11 FINANCIAL RISK

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

(a) Market Price Risk

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

(b) Foreign currency risk

A portion of the financial assets/net assets of the RCB is denominated in currencies other than euro with the effect that the Balance Sheet and total return can be affected by currency movements.

(c) Interest Rate Risk

The RCB has interest bearing assets but does not have interest bearing liabilities.

The interest rate profile of the Trust's interest bearing financial assets fall within a range of 0% to 11% at 31 December 2024.

(d) Liquidity Risk

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

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

(e) Credit Risk

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

12 POST BALANCE SHEET EVENTS

There are no post balance sheet events to note.

13 COMMITMENT

The Representative Body has entered into an agreement with the Clergy Pensions Fund ("the Fund") to provide a loan facility of €20m to support the solvency of the Fund. The commitment is a loan facility secured on specific General Funds invested assets. The commitment would be available to the Fund under certain circumstances and is available to the Fund until 31 December 2028.

14 CONTINGENT LIABILITIES

At the balance sheet date, a legal action was ongoing between an individual and a Church of Ireland Diocese in Northern Ireland, regarding historic abuse allegations. Although the RCB is not a named defendant, it has committed to assisting the Diocese financially in relation to the matter. While the RCB envisages that it will incur some future costs in assisting the Diocese, it is too early to provide a reliable estimate of the extent or timing of such costs. Accordingly, no provision has been included in the financial statements in relation to this matter.

15 The financial statements have been approved on 11 March 2025.

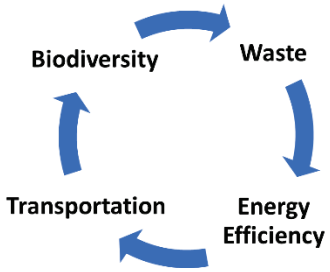
APPENDIX A

RB CLIMATE CHANGE POLICY

Introduction: The Representative Body of the Church of Ireland (the 'RB') is the principal trustee of the Church of Ireland. The RB provides investment, property & trusts, financial, governance and archival services for the dioceses and parishes of the church.

The purpose of this policy, that applies to the RB, is to:
(i) raise awareness so that we give consideration to the impact of the activities of the RB on the environment,
(ii) to detail specific areas of focus, and
(iii) to seek to reduce any negative impact of these activities on the environment.

Strategic target areas: In considering the activities of the RB, it is proposed to focus on the following four areas which represent the areas through which it is expected that the RB can make the most impact in terms of improved environmental sustainability.



- **Energy usage**, with a focus on reducing usage in light and heat, through insulation and LED usage which will conserve resources, and encouraging the use of sustainable energy.
- **Transportation**, with a focus on reducing distances travelled and encouraging more energy efficient forms of transport.
- **Waste**, with a focus on efficient production such that waste is minimised and where waste occurs to encourage ecological forms of disposal.
- **Biodiversity**, with a focus on preserving both the variety and numbers of flora and fauna.

Climate Change Initiatives: The RB will promote sound environmental policies and practices within the organisation. It will support initiatives in the form of guidance for parishes and dioceses which will be published as Parish Resources on the Church of Ireland website. The committees of the RB will seek to encourage a biodiverse and low energy environment through the grants which it issues to parishes and dioceses. The RB will publicise initiatives as a form of ensuring accountability and to encourage parishes and dioceses to consider their environmental impact and to develop their own initiatives to sustain biodiversity and efficient use of resources.

In summary, the RB will seek to provide:
Leadership, in the form of seeking to be environmentally responsible and sharing examples of best practice.
Guidance, in the form of providing practical advice for parishes.
Grants, to support the implementation of energy efficiency and biodiversity.

Approved by the RB Executive Committee on: 24 January 2023

Approved by the Representative Body on: 14 March 2023

APPENDIX B

Extract from the accounts of
THE CHURCH OF IRELAND THEOLOGICAL INSTITUTE

INCOME AND EXPENDITURE ACCOUNT
For the year ended 30 June 2024

	2024 €	2023 €
Income		
Accommodation fees M Th	63,820	62,780
CCTP	58,534	40,312
CME Diocesan Contribution	22,772	21,271
Grant from RB	900,000	845,000
Lecturers MTh	9,663	13,455
Legacy	0	61,970
Receipts from Guests & Conferences	208,095	206,049
Reflective Learning	32,463	25,523
Transfer to Full Time & ILA	5,425	1,000
	1,300,772	1,277,360
Expenditure		
Academic expenses	551,167	507,987
Administration expenses	121,949	116,642
Operating expenses	330,576	320,095
Establishment expenses	270,747	332,429
	1,274,439	1,277,153
Surplus for the year	26,333	207
Balance at beginning of the year	207	32,470
Funding adjustment in respect of previous year surplus	(207)	(32,470)
Balance at the end of the year	26,333	207

There were no other recognised gains or losses other than those dealt with above.

Extract from the accounts of
THE CHURCH OF IRELAND THEOLOGICAL INSTITUTE

BALANCE SHEET
As at 30 June 2024

	2024 €	2023 €
Current assets		
Sundry debtors	109,298	91,683
Bank deposit accounts	694	694
Bank current accounts	67,329	42,979
Cash on hand	20	24
	177,341	135,380
Creditors - amounts falling due within one year	(150,198)	(133,911)
Net current assets	27,143	1,469
Total assets less current liabilities	27,143	1,469
Creditors - amounts falling due after more than one year	(694)	(694)
Net assets	26,449	775
Capital and trust funds		
Accumulated surplus	26,333	207
Ferrar Memorial Fund for Liturgical Library	13	137
Gregg Memorial Fund for College Library	103	431
	26,449	775

APPENDIX C

GENERAL UNIT TRUSTS

FINANCIAL STATEMENTS AND EXTRACTS FROM INVESTMENT MANAGER'S REPORTS

YEAR ENDED 31 DECEMBER 2024

	Page
RB General Unit Trust (Republic of Ireland)	66
RB General Unit Trust (Northern Ireland)	70

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER'S REPORT FOR YEAR ENDED 31 DECEMBER 2024

FUND OBJECTIVE

To provide above average and growing income along with long term capital growth managed as a euro fund.

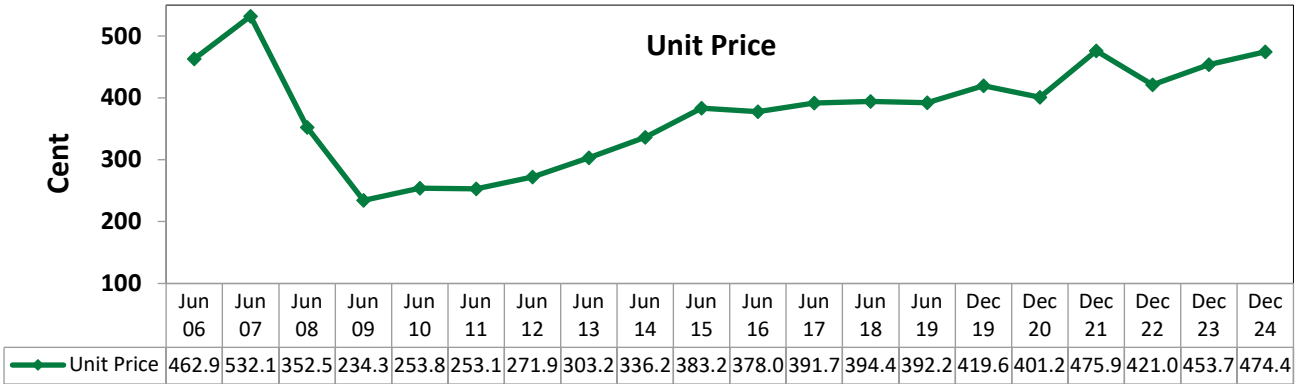
PERFORMANCE

Annualised total returns (capital plus income) %			
Fund	1 year	3 years	5 years
RB General Unit Trust (RI)	**8.1**	**3.7**	**6.0**
RCB Benchmark*	**9.2**	**3.2**	**5.8**
RB General Unit Trust (RI) Capital	**4.5**	**-0.1**	**2.5**
ROI Inflation (CPI)	**1.4**	**4.7**	**3.7**

** Benchmark from 1 January 2022: Equities 70%, Bonds 30% (40% Stoxx Europe 600, 30% MSCI World High Dvd Yield € net, 30% ML Euro broad market).*

In 2024, the Fund had a total return (capital and income) of 8.1% slightly behind the benchmark at 9.2%. Outperformance on the Fixed Income side helped as did an underweight position in energy. The Investment Committee, as part of its oversight and supervisory duties, monitors the various Fund managers' performance against the fund's objectives and Benchmarks.

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

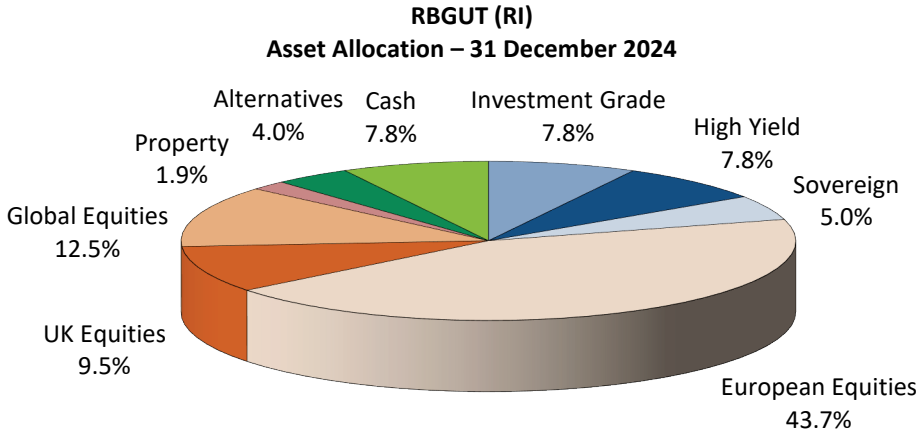


	Jun 06	Jun 07	Jun 08	Jun 09	Jun 10	Jun 11	Jun 12	Jun 13	Jun 14	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19	Dec 19	Dec 20	Dec 21	Dec 22	Dec 23	Dec 24
Unit Price	462.9	532.1	352.5	234.3	253.8	253.1	271.9	303.2	336.2	383.2	378.0	391.7	394.4	392.2	419.6	401.2	475.9	421.0	453.7	474.4

TRUST ASSET COMPOSITION

The market value of the investments, including the value of the capital deposit account was €288.21m.

The investment profile in terms of distribution of the assets (by value) at 31 December 2024 is displayed in the following chart:



THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER'S REPORT FOR YEAR ENDED 31 DECEMBER 2024

INCOME DISTRIBUTION TO UNIT HOLDERS

The June distribution was increased to 7.8 cent (from 7.3 cent per unit in 2023) with the December distribution was unchanged at 5.2 cent, resulting in a total distribution for the year of 13.0 cent per unit.

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

Based on the value of a unit at 31 December 2024 of €4.74, and a full year distribution of 13.0 cent, the distribution yield was 2.74%. (The comparative figures for 31 December 2023 showed a yield of 2.75% based on a unit value then of €4.53 and a full year distribution of 12.5 cent). During the year there was a transfer of €0.71m to the Dividend Equalisation Reserve resulting in a DER of €7.65m or 2.7% of the net asset value of the fund.

There were net inputs of €3.1m to the Fund for the year to 31 December 2024, reflecting new cash of €3.9m from unitholders less redemptions of €0.8m.

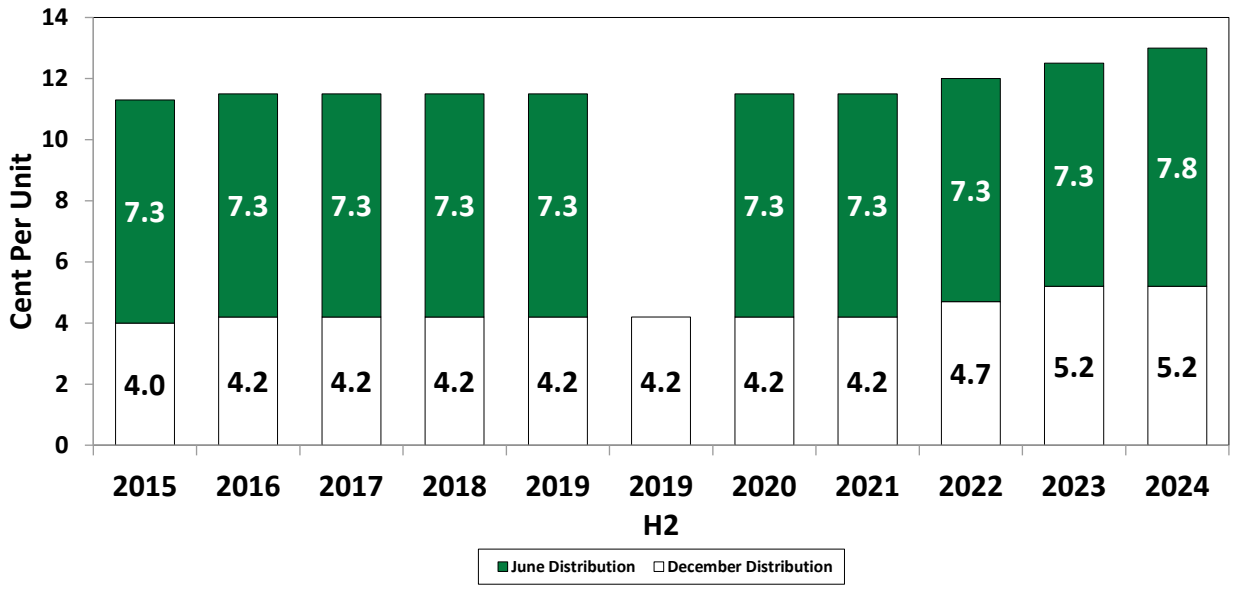
Environmental and Social Governance (ESG)

In the reporting period, the Investment Committee monitored and carried out an assessment of exposure to ESG risk. All Fund Managers are compliant with the RCB's ESG Investment policy and restrictions.

A copy of the ESG investment policy can be found on our website
<https://www.churchofireland.org/cmsfiles/files/information/resources/ESG-Investment-Policy-2024.pdf>

Income Distributions (2015 – 2024) - Financial Year-End 31 December 2024

(Financial Year-End June 30th up to June 2019, six-month period to end December 2019, full year to 31st December thereafter)



In-house Investment team
The Representative Church Body
February 2025

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

	Year ended 31 December 2024 €'000	Year ended 31 December 2023 €'000
Income	9,254	8,790
Expenses	(138)	(138)
Net income	9,116	8,652
Distributions	(8,408)	(7,997)
Transfer to dividend equalisation reserve	708	655
Transfer to Income Reserve	-	-
Net gains/(losses) on investment activities		
- Net realised gains/(losses)	2,450	(2,559)
- Net change in unrealised gains on investments	10,002	22,566
- Net change in currency exchange gains	28	69
Net increase in net assets from investment activities	13,188	20,731
Funds brought forward	279,437	256,600
Funds received	3,906	4,554
Funds withdrawn	(856)	(2,448)
Funds carried forward	295,675	279,437

Signed on behalf of the Trustee: *HJ Prentice*
RL Ruttle
Date: *11 March 2025*

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
BALANCE SHEET

	Year ended 31 December 2024 €'000	Year ended 31 December 2023 €'000
Investments	271,136	254,269
Current assets		
Debtors	24,886	25,530
Cash at bank	1	1
	24,887	25,531
Current liabilities		
Creditors (amounts falling due within one year)	348	363
	348	363
Net current assets	24,539	25,168
Total assets	295,675	279,437
Trust capital fund	295,675	279,437

Signed on behalf of the Trustee: *HJ Prentice*
RL Ruttle
Date: *11 March 2025*

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER'S REPORT FOR YEAR ENDED 31 DECEMBER 2024

FUND OBJECTIVE

To provide above average and growing income along with long term capital growth managed as a sterling fund.

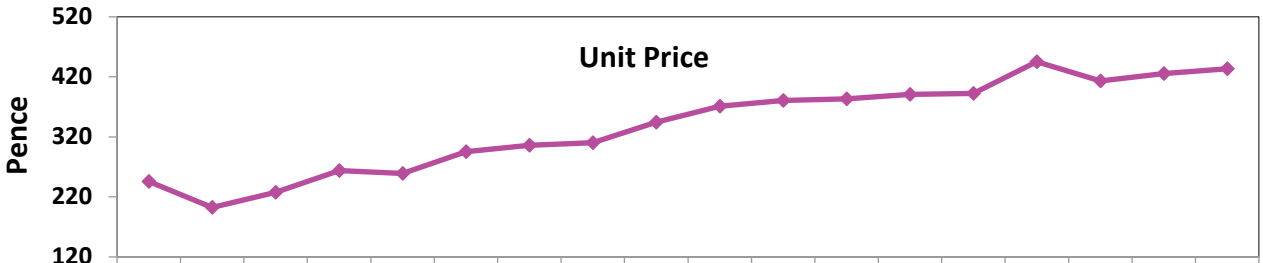
PERFORMANCE

Annualised total returns (capital plus income) %			
Fund	1 year	3 years	5 years
RB General Unit Trust (NI)	**5.2**	**2.8**	**5.5**
RCB Benchmark*	**6.0**	**2.1**	**4.3**
RB General Unit Trust (NI) Capital	**1.9**	**-0.9**	**2.1**
UK Inflation (CPI)	**2.5**	**6.3**	**4.4**

** Benchmark from 1 January 2022: Equities 70%, Bonds 30% (40% FTSE All-Share, 30% MSCI World High Dvd Yield £ net, 30% ML Sterling broad market).*

In 2024, the Fund had a total return (capital and income) of 5.2% slightly behind benchmark at 6.0%. European equities underperformed in GBP terms which detracted as did the underweight exposure to global equity. An overweight cash position and exposure to corporate bonds was positive. The Investment Committee, as part of its oversight and supervisory duties, monitors the various Fund managers' performance against the fund's objectives and Benchmarks.

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

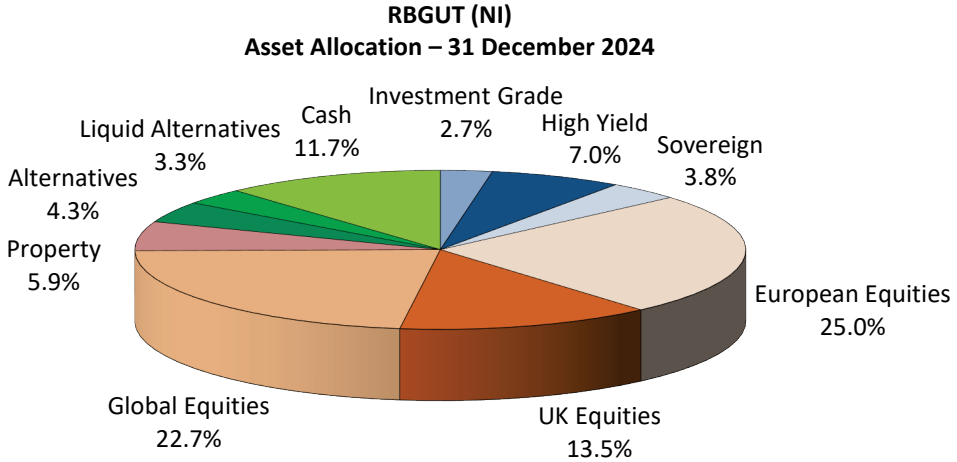


	Jun 08	Jun 09	Jun 10	Jun 11	Jun 12	Jun 13	Jun 14	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19	Dec 19	Dec 20	Dec 21	Dec 22	Dec 23	Dec 24
Unit Price	245.9	202.4	227.3	263.6	258.8	295.0	305.9	310.1	344.6	370.9	380.6	383.2	390.9	392.3	445.2	413.1	425.5	433.4

TRUST ASSET DISTRIBUTION

The market value of the investments, including the value of the capital deposit account was £66.4m.

The investment profile in terms of distribution of the assets (by value) at 31 December 2024 is displayed in the following chart:



THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER'S REPORT FOR YEAR ENDED 31 DECEMBER 2024

INCOME DISTRIBUTION TO UNIT HOLDERS

The June distribution was increased to 7.3 pence (from 6.3 pence in 2023) with the December distribution unchanged at 5.5 pence, resulting in a total distribution for the year of 12.8 pence per unit.

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

Based on the value of a unit at 31 December 2024 of £4.33, and a full year distribution of 12.8 pence, the distribution yield was 2.95%. (The comparative figures for 31 December 2023 showed a yield of 2.78% based on a unit value then of £4.25 and a full year distribution of 11.8 pence). During the year there was a transfer of £0.38m to the Dividend Equalisation Reserve resulting in a DER of £2.19m or 3.3% of the net asset value of the fund.

There were net outputs of £1.1m to the Fund for the year to 31 December 2024, reflecting new cash of £0.48m from unitholders less redemptions of £1.6m.

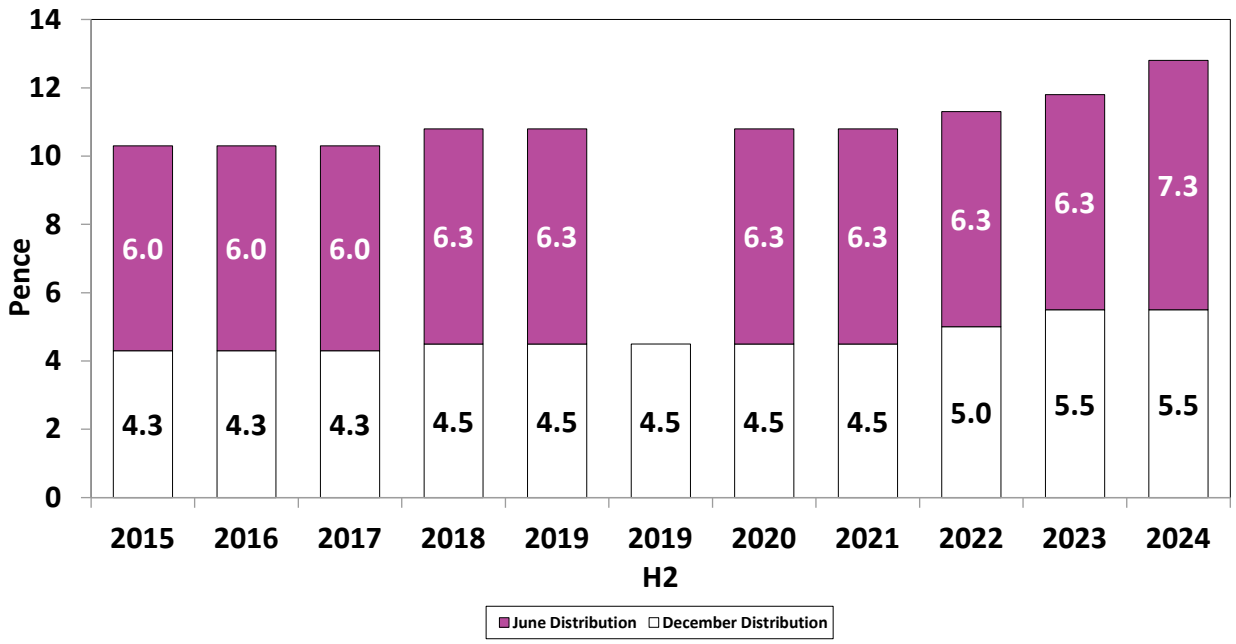
Environmental and Social Governance (ESG)

In the reporting period, the Investment Committee monitored and carried out an assessment of exposure to ESG risk. All Fund Managers are compliant with the RCB's ESG Investment policy and restrictions.

A copy of the ESG investment policy can be found on our website
<https://www.churchofireland.org/cmsfiles/files/information/resources/ESG-Investment-Policy-2024.pdf>

Income Distributions (2015 – 2024) - Financial Year-End 31 December 2024

(Financial Year-End June 30th up to June 2019, six-month period to end December 2019, full year to 31st December thereafter)



In-house Investment team
The Representative Church Body
February 2025

THE RB GENERAL UNIT TRUST *(NORTHERN IRELAND)*

STATEMENT OF TOTAL RETURN

	Year ended 31 December 2024 £'000	Year Ended 31 December 2023 £'000
Income	2,521	2,417
Expenses	(35)	(38)
Net Income	2,486	2,379
Distributions	(2,107)	(1,957)
Transfer to dividend equalisation reserve	379	422
	-	
Net gains/(losses) on investment activities		
Net realised gains/(losses)	487	(315)
Net realised gains on currency movements	3	5
Net change in unrealised gains on investments	1,023	2,490
Net increase in net assets from investment activities	1,892	2,602
Funds brought forward	68,072	65,226
Funds received	482	634
Funds withdrawn	(1,898)	(390)
Funds carried forward	68,548	68,072

Signed on behalf of the Trustee: *HJ Prentice*
RL Ruttle
Date: *11 March 2025*

THE RB GENERAL UNIT TRUST *(NORTHERN IRELAND)*

BALANCE SHEET

	Year ended 31 December 2024 £'000	Year ended 31 December 2023 £'000
Investments	60,308	62,091
Current assets		
Debtors	8,361	6,101
Cash at bank	1	1
	8,362	6,102
Current Liabilities		
Creditors (amounts falling due within 1 year)	122	121
	122	121
Net current assets	8,240	5,981
Total assets	68,548	68,072
Trust capital fund	68,548	68,072

Signed on behalf of the Trustee: *HJ Prentice*
RL Ruttle
Date: *11 March 2025*

APPENDIX D

ESG INVESTMENT POLICY STATEMENT 2025

As the Trustee of the Church of Ireland, The Representative Church Body is tasked with supporting the ministry of the Church for generations to come. This objective is supported through the prudent management of investments. As a religious organisation, stewardship obligations are more than purely for financial benefit and the RCB has a responsibility to invest in a manner consistent with the witness and ethos of the Church of Ireland.

Approach to ESG



The Trustee is committed to acting diligently and prudently when seeking to deliver strong net returns on its investments and recognises that ESG risks and opportunities should be considered as part of the investment decision making processes. The RCB invests in a variety of asset classes and geographies, using different strategies, and has appointed external investment managers to manage its investment portfolios. Each investment manager's ESG credentials and their capacity to implement the RCB's responsible investment requirements as outlined in this policy are assessed as part of the due diligence and manager selection processes and integrated into the Investment Management Agreements.

How is ESG implemented?

Whilst the RCB encourages its Fund Managers to integrate ESG factors into the investment decision making process it also implements restrictions for investments in certain sectors. The RCB does not invest in any company:

1. involved in the production of controversial weapons or their key components.
2. where a significant source of revenue (in excess of 10%) is derived from the following:
   a) the production of conventional weapons (including key parts and services)
   b) the extraction of Fossil fuels - thermal coal, tar sands and oil and natural gas (as defined by exposure to oil & gas reserves)
   c) the manufacture of tobacco products

Climate Change and environmental stability are recognised by the RCB as an investment issue. The RCB supports the transition to a carbon neutral economy and continues to take steps to reduce its climate change impact.

The Investment Committee recognises that ESG and governance in this area are evolving, in part with the introduction of the Sustainable Finance Disclosure Regulation (SFDR) and thus increasing the number of available ESG focused Funds (Article 8/9) within a defined and regulated SFDR framework. The Committee continues to monitor investment options in the context of best industry practice, which will be reflected in this policy over time.

The Investment Committee monitors ESG issues on an on-going basis and conducts a detailed ESG review of its investments annually to ensure that the investments held for all funds remain consistent with the RCB's ESG policy and that the investment managers continue to be sensitive to the Church's expectations on environmental, social and governance issues in their investment decision-making process.

From time-to-time investments may be made in pooled Funds to which ESG criteria may not be applied. The Investment Committee monitors exposure of these Funds to excluded sectors as per the RCB's ESG Investment Policy and shall consider divestment where any material breaches are identified.

December 2024

APPENDIX E

THE CHURCH OF IRELAND CLERGY DEFINED CONTRIBUTION PENSION SCHEMES (NI AND RI) – REPORTS OF THE SCHEME TRUSTEES

The Church of Ireland Clergy Defined Contribution Pension Scheme, Northern Ireland ("the Scheme")

Background

The Scheme commenced on 1 June 2013, and began to wind up with effect from 16th December 2024. The Scheme was a Defined Contribution Scheme, where individual member's benefits were determined by reference to the contributions paid into the Scheme by and in respect of that member and based on the investment return on those contributions.

Changes made in 2024

As reported in our Report in March 2024, it was concluded in October 2023 that the Scheme provided "reasonable" value for members, and that the Trustee and the RCB were actively investigating what actions could be taken to improve value for members. The conclusion of that investigation was that the RCB and the Trustee agreed that it was appropriate for future pension provision to be made through the Mercer Mastertrust, and for members' accumulated funds to be transferred to that Mastertrust.

Contributions to the Scheme ceased at the end of August 2024, and members' existing funds were transferred to the Mercer Mastertrust in November 2024.

The Scheme began formally to wind up on 16th November 2024, and the Trustee and RCB are now engaged in the process of completing the winding up process and notifying all relevant authorities.

The following information about the Scheme is therefore now of historic interest only, but is provided for completeness.

Management of the Scheme

Trustee Solutions Limited (TSL) was the professional independent trustee of the Scheme appointed by the Representative Church Body (RCB) to carry out the purposes of the trust and represent the best interests of the beneficiaries. TSL is a wholly owned subsidiary of Pinsent Masons LLP, an international law firm.

The member's rights and obligations under the scheme were managed by the Trustee in accordance with a Definitive Deed and Rules dated 1 October 2015. The Scheme was a registered pension scheme for tax purposes under Part 4 of the Finance Act 2004.

Administration

Administration services for the Scheme were provided by Scottish Widows who invested the Scheme contributions in accordance with the investment options selected by the members. Members of the Scheme received annual benefit statements showing the value of their investment funds, together with an illustration of their benefits at normal retirement age.

Investments

Mercer Limited was appointed by the Trustee as consultant and to manage the Scheme investments. Mercer provided quarterly investment reports to the Trustee reviewing how the investments performed over the previous quarter and since inception.

Governance

As part of the ongoing monitoring, auditing and assessment of Scottish Widows services Mercer provided quarterly operational governance reports to the Trustee. Scottish Widows products and services were monitored by Mercer each quarter.

Value for Members

The Trustee was required by law to obtain an annual "Value for Members" assessment of the Scheme. The review dated October 2023 concluded that the scheme represented "reasonable" overall value for members when compared against master trust arrangements. The review found that the costs and charges borne by the members were higher than those in master trust arrangements, resulting in "poor" value for members under this heading. By taking account of overall investment performance and wider scheme governance, the Scheme achieved a "reasonable" overall rating. In light of

that rating, and the likelihood that it was unlikely that the Scheme would as a stand-alone scheme ever be able to achieve an improved rating, the Trustee and the RCB agreed that it was appropriate to investigate replacing the Scheme with a "mastertrust" alternative. After a market testing exercise the RCB and the Trustee agreed that it was appropriate to move all past and future pension provision for members to the Mercer Mastertrust.

The Trustee's Report and Accounts for the Scheme year which ended on 31st May, including the related Chair's Statement dated 18 December 2024, are available on the RCB website. These are expected to be the last "full" report and accounts for the Scheme.

Trustee Solutions Limited
March 2025

The Church of Ireland Clergy Defined Contribution Pension Scheme, Republic of Ireland ("the Scheme")

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

Irish Pensions Trust Limited ("IPT") is the professional trustee of the Scheme.

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

The Registered Administrator and Investment Manager of the Scheme is Zurich Life Assurance plc. Mercer (Ireland) Limited is the consultant and investment advisor. Mercer provides quarterly investment reports to the Trustee reviewing how the investments have performed over the previous quarter and since inception.

The Trustee believes that environmental, social and governance (ESG) factors are important when investing Scheme assets. The Trustee considers how ESG, climate change and stewardship are integrated within Mercer's investment processes and those of the underlying managers in the monitoring process.

Ruddell & Co audit the financial statements.

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

The EU Directive on the activities and supervision of institutions for occupational retirement provision (the IORP II Directive) became law in April 2021. The Pensions Act requires trustees to prepare an Annual Compliance Statement ("ACS") by 31 January each year. This serves as a declaration by trustees that they have fulfilled their duties and obligations in relation to the operation of the pension scheme in the prior year. The latest ACS for the Scheme was completed in January 2025 and confirmed that all requirements listed on the ACS have been fulfilled.

In light of the IORP II Directive, the Representative Church Body elected to establish a new pension arrangement under the Mercer Master Trust (the Master Trust). A Master Trust is a multi-employer pension scheme in which each employer is included in a separate section of the Master Trust arrangement. Contributions to the existing Scheme ceased with effect from 30 September 2024. Contributions payable with effect from 1 October 2024 were directed to the Master Trust.

The Trustee therefore decided to wind up the Plan with effect from 30 September 2024. On 3 December 2024, the Scheme assets of €18.16 m were transferred into the Mercer Master Trust. It is the intention of the Trustee to complete the wind up of the Scheme during 2025 in compliance with the Trust Deed and Rules, and to ensure that each member's full entitlements under the Scheme have been transferred to the Master Trust. Due to the transition to the Master Trust, the Trustee intends to extend the accounting period until the Scheme is fully wound up rather than accounts being prepared for the period ending 31 May 2024.

At 9 February 2025, the new Scheme under the Master Trust had 182 active members and 52 deferred members. The value of assets at that date was €18.7 m (€14.63m at 31 May 2023) and the new Scheme was compliant with all Revenue and Pensions Act (as Amended) requirements.

Irish Pensions Trust Limited, as trustee of the Scheme
10 February 2025

APPENDIX F

THE CHURCH OF IRELAND

CLERGY PENSIONS TRUSTEE DAC

REPORT ON THE CLERGY PENSIONS FUND

FOR THE

YEAR ENDED 31 DECEMBER 2024

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THE TRUSTEE AND ITS ADVISORS

Trustee	The Church of Ireland Clergy Pensions Trustee Designated Activity Company
Registered Office	Church of Ireland House, Church Avenue, Rathmines, Dublin 6 Tel 01-4978422 Email <pensionstrustee@rcbcoi.org> Web <www.churchofireland.org/clergypensions> Company Registered in Ireland No 492302 The Representative Church Body is the sole member of the Company.
Trustee Directors	*Nominated by the RB Executive Committee* Ven Barry Forde Mr Alan Hood Dr Andrew Smith* *Nominated by the Church of Ireland Pensions Board* Mr Robert Neill Mr Adrian Robinson (Chair)
Company Secretary	Mr David Ritchie, Chief Officer and Secretary, Representative Church Body
Fund Management and Advisory	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6 Lane Clark Peacock Ireland Ltd, Office 2, Grand Canal Wharf, South Dock Road, Dublin 4, D04 H583
Investment Managers	The Representative Church Body *(address as above)* Irish Life Investment Managers, Beresford Court, Dublin 1
Investment Custodians	RCB – Northern Trust, Canary Wharf, London E14 5NT ILIM – Citibank, 1 North Wall Quay, Dublin 1
Scheme Actuary	Mr Liam Quigley, Mercer, Charlotte House, Charlemont Street, Dublin 2
Consulting Actuaries	Mercer Actuarial Services, Charlotte House, Charlemont Street, Dublin 2
Auditors	PricewaterhouseCoopers, Chartered Accountants and Registered Auditors, Spencer Dock, Dublin 1
Solicitor	Mr Mark McWha, Senior Solicitor, Representative Church Body
Bankers	Bank of Ireland, College Green, Dublin 2 Bank of Ireland, Talbot Street, Dublin 1
Sponsor	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Registered Administrator	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Risk Management Key Function Holder	Mercer Ireland Ltd, Charlotte House, Charlemont Street, Dublin 2, D02 NV26
Internal Audit Key Function Holder	Forvis Mazars, Block 3 Harcourt Centre, Harcourt Road, Dublin 2, D02 A339
Enquiries	The Company Secretary, Church of Ireland Clergy Pensions Trustee DAC, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

The Clergy Pensions Fund is Pensions Authority Scheme no PB1667.

* appointed December 2024 in place of Ms Hilary Prentice (resigned June 2024)

INTRODUCTION

The Trustee presents its annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2024. The report covers the main areas of Fund activity including financial statements, actuarial and investment management, and also looks at developments during the year. The content of this report conforms to the Occupational Pensions Schemes (Disclosure of Information) Regulations, 2006 prescribed by the Minister for Social Protection under the Pensions Act 1990.

OPERATIONAL REPORT 2024

Financial position of the Fund

Year on year there was an increase in the Fund assets of €9.97m with a closing value of €216.78m, having met benefit payments of €7.99m together with administrative and other costs of €0.32m.

Contributions to the Fund in the year were €0.66m, being the total value of diocesan pension levies. Investment return, including income and realised and unrealised investment gains, totalled €17.61m net of investment management expenses. The Fund is managed with the objective of meeting the cost of future liabilities from a combination of contributions, income and growth in investment value.

The return on the Fund's assets in the year was 7.6% against a benchmark return of 7.9%. The benchmark is currently under review. The Trustee during 2024 worked with investment advisers Lane Clark Peacock to review the investment strategy for the Fund. Following this review, the assets of the Fund were de-risked to 50:50 growth:de-risked (previously 60:40).

The contingent secured loan for €20m provided by the RCB (as Sponsor) during 2022 remains in place with an end date of 2028. The original purpose of the loan was to enable the Trustee to pursue a growth strategy to maximise future benefits and the ability of the scheme to provide pension increases.

The development of the Fund is monitored by the Actuary and a full Actuarial Valuation is carried out at intervals of not more than three years and the final results presented to the Trustee. The most recent triennial valuation was as at 30 September 2024. This was the first actuarial valuation since the conclusion of the Funding Proposal. The Funding Proposal was agreed with the Pensions Authority in 2013 with the overall objective of restoring the solvency of the Fund by the end of 2023 through the implementation of a series of funding and cost saving initiatives. This objective was met and the Funding Proposal duly concluded on 31 December 2023.

During 2024, discretionary increases to pensions in payment and increases to Pensionable Stipend were agreed to take effect on 1 January 2025. These were in addition to the exceptional increases granted in 2024. As agreed in 2023, the Clergy Pensions Fund solvency levy remains at the rate of 3% of MAS for 2025.

The triennial valuation as at 30 September 2024 was based on a discount rate of 3.2%, up from 1.5% at the date of the 2021 triennial valuation, reflecting changes in actuarial assumptions. The growth in investments and the reduction of liabilities due to the higher discount rate had a material impact on the Actuary's solvency calculation for the scheme, resulting in an improvement in scheme solvency. The Actuary provided details on the ability of the scheme to withstand economic shocks.

In the 2024 triennial valuation report the Actuary confirmed that the financial position of the Fund had improved since the 2021 valuation and that the Scheme satisfied the Funding Standard and Funding Standard Reserve at the valuation date, 30 September 2024. The Actuary also noted the de-risking that had occurred since the 2021 valuation and recommended that the investment strategy is kept under regular review. In light of the results of the 2024 valuation, the Trustee will consider further increases in benefits and further de-risking of the investment portfolio.

Copies of the Actuarial Funding Certificate and Funding Standard Reserve Certificate as submitted to the Pensions Authority following the most recent triennial valuation are included as Annex 2 to this report (page 104).

A copy of the Actuary's Annual Statement as at 31 December 2024 is included as Annex 3 (page 107).

Administrative duties

The Trustee is pleased to report that the Fund has been administered in accordance with regulatory requirements during the year. Various duties in relation to the operation of the Fund were carried out during 2024 by the RCB Pension Administration Department, the Church of Ireland Pensions Board and the RB Investment Committee. The Trustee wishes to thank each of these for their assistance and support in its management of the Fund.

Membership

Details on the membership of the Fund are reported by the Church of Ireland Pensions Board in Annex 1 to this report (see page 101). The Fund was closed to new members and to future accruals of pensionable service on 31 May 2013.

Pensions in payment

In accordance with the Rules of the scheme, annual discretionary increases to pensions in payment are permitted, such as the Trustee on the advice of the Actuary and with the approval of the RCB may determine.

It was agreed during 2024 that the following rates of discretionary increase be applied with effect from 1 January 2025:

Pensions payable in Sterling	5% inclusive of any increases required by law
Pensions payable in Euro	4%

During 2024 the Trustee, on the advice of the Actuary, recommended to the Representative Body as Sponsor that legislation be brought for consideration of General Synod to amend the Trust Deed and Rules (Chapter XIV of the *Constitution*) to ensure that members of the Clergy Pensions Fund who reached Normal Retirement Age before 1 January 2024 who were in not in receipt of pension benefits from the Fund on 1 January 2024 are not in a less beneficial position when they receive a late retirement pension from the Fund because they remained in service in the Church of Ireland after reaching Normal Retirement Age.

Pensionable Stipend

Pensionable Stipend is used to calculate the value of pension benefits payable. In accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland,* levels of Pensionable Stipend for Northern Ireland and the Republic of Ireland are fixed annually by the Standing Committee of General Synod on the recommendation of the Representative Church Body (RCB) and the Trustee.

It was agreed by the Standing Committee in September 2024, on the recommendation of the RCB and the Trustee, that Pensionable Stipend levels with effect from 1 January 2025 should be increased to £33,390 (2024: £31,800) per annum in Northern Ireland and €42,247 (2024: €40,622) per annum in the Republic of Ireland.

Statutory increases in UK pensions for service post April 1997

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

As the discretionary increase of 5% is greater than both UK annualised rate of inflation and the maximum increases required by law this is the increase that was applied on 1 January 2025.

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

Deferred pensions

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

Early retirement

During 2024 the Trustee reviewed and agreed to remove, with effect from 1 January 2025, the restriction on early retirements that was imposed as part of the Funding Proposal measures.

Additional Voluntary Contributions (AVC) Schemes

As reported to the General Synod in 2024, following receipt of advice on the need for changes to the administration and management of the Clergy Defined Contribution Pension Schemes, the Trustee and the RCB determined that it was no longer in the interests of members of the Clergy Pensions Fund ('the Fund') to administer the AVC Schemes as stand-alone schemes, separate from the Fund and the Clergy Defined Contribution Pension Schemes.

On the recommendation of the Trustee and the RCB, the General Synod in 2024 approved the closure of the AVC Schemes to further contributions from members of the Fund, the transfer and reinvestment of all monies held in the AVC Schemes for those members of the Fund with contributions in the AVC Schemes and, following that, the winding up of the AVC Schemes.

The transfer of monies from the AVC Schemes is nearing completion in both the Republic of Ireland and Northern Ireland. The wind-up of both Schemes is expected to commence once the final members have retired or transferred out.

A report on the AVC Fund for 2024 is contained in the report from the Church of Ireland Pensions Board, set out in Annex 1 to this report (see page 102).

CONSTITUTION AND GOVERNANCE OF THE FUND

The Clergy Pensions Fund is a defined benefit scheme and is established under Chapter XIV of the *Constitution of the Church of Ireland* as amended from time to time by the General Synod.

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

The Trustee

The Church of Ireland Clergy Pensions Trustee Designated Activity Company is the sole Trustee of the Church of Ireland Clergy Pensions Fund and is responsible for the stewardship of the Fund assets in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland* (the Trust Deed and Rules of the Fund).

The powers and duties of the Trustee are set out in section 12(1) of Chapter XIV. In accordance with the provisions of Chapter XIV certain duties have been delegated by the Trustee to the Representative Church Body, the Church of Ireland Pensions Board and the RB Investment Committee. The Statement of the Trustee's Responsibilities in relation to the financial statements is set out on page 88.

The Trustee Directors are appointed by the Representative Church Body, in accordance with the Articles of the company, on the nomination of the Church of Ireland Pensions Board and the Executive Committee of the Representative Church Body.

The Trustee Directors and the persons charged with the administration of the scheme have access to guidelines, guidance notes and codes of practice issued by the Pensions Authority in accordance with section 10 of the Pensions Act.

The Trustee Directors have completed appropriate training for their duties and responsibilities. Costs in respect of Trustee Director training during the year were charged to the Fund.

Management and administration of the Fund

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

The Church of Ireland Pensions Board also carries out certain duties relating to the administration of the Fund as delegated to the Board by the Trustee in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland.* A report from the Board is included in Annex 1 to this report (page 100).

Actuarial advice is provided by Mercer Actuarial Services, Dublin.

The Trustee, in conjunction with the RCB in-house investment team, takes overall responsibility for investment strategy in furtherance of the investment objectives for the Fund, using Irish Life Investment Managers (ILIM) for the passive management of a proportion of the Fund (85% at year end 2024 compared to 69% at the end of 2023). Investment management is undertaken by investment managers in accordance with a formal fund management agreement. The Trustee has an agreement with Lane Clark Peacock for the provision of investment advisory services to the Clergy Pensions Fund. The costs in relation to administration, administrative actuarial advice and investment management are charged to the Fund.

The Trustee has appointed Mercer as Risk Management Key Function Holder, and Forvis Mazars as Internal Audit Key Function Holder.

During the year ended 31 December 2024 Northern Trust was the custodian of most of the funds managed by the RCB for the Fund, and Citibank was the custodian of the unit-linked funds held by Irish Life Investment Managers (ILIM) for the Fund. In addition to the records maintained by the custodians, ILIM maintains its own records of securities, and these securities are held beneficially in the name of Irish Life Assurance plc on behalf of the Trustee of the Fund.

Statement of Risk

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

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

The full risk statement, which was last updated in 2015 and is reviewed annually, can be found in Annex 4 to this report (page 108).

Investment policy

The overall investment objective of the Trustee is to ensure that the benefits of the Scheme continue to be affordable and that ultimately the level of benefits set out in the Trust Deed and Rules can be paid.

The overall investment strategy aims to maximise the investment return, net of fees, while managing risk by maintaining an appropriate ratio of Growth to De-risked Assets in the investment portfolio. De-risked Assets are holdings in liability matching asset classes and generally comprise fixed income sovereign bonds, high grade corporate fixed interest bonds and cash. Growth Assets are represented by all other asset classes.

Over the long term, a core objective is to ensure that the Scheme continues to meet the Funding Standard requirements on an ongoing basis.

The investment policy for the management of the assets of the Fund is set out in a Statement of Investment Policy Principles (SIPP). The current SIPP was agreed in 2022 and can be found at Annex 5 (page 109). The investment objectives and strategy are reviewed on an ongoing basis in consultation with the investment advisors and with the advice of the Actuary.

A proportion of the equity and fixed interest elements of the Clergy Pensions Fund is managed by Irish Life Investment Managers on an indexed (passive) basis replicating the performance of particular indices. The balance of the Fund is managed by the RCB's in-house investment team in accordance with the investment strategy adopted by the Trustee. Certain equities are excluded in accordance with the RCB's ESG Investment Policy Statement.

Internal Dispute Resolution

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

The trustees of every occupational pension scheme are required to establish internal procedures for resolution of disputes and to set out certain steps which must be included in those procedures. The Trustee has put in place such an IDR Procedure, which was last updated in 2022 and is reviewed annually. The Procedure is available at <www.churchofireland.org/clergypensions> or from the Pensions Administration Manager.

Member information

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

Benefit Statements as at 31 May are issued annually to all Fund members.

Further information

Queries about the Fund generally, or about individual members' entitlements should be directed to The Pensions Administration Manager, Church of Ireland House, Church Avenue, Rathmines, Dublin 6 (email <pensions@rcbcoi.org>).

Copies of Chapter XIV of the *Constitution of the Church of Ireland*, which constitutes the Trust Deed and Rules, can be obtained at <www.churchofireland.org/clergypensions> or from the Pensions Administration Manager.

Financial statements

The financial statements of the Clergy Pensions Fund are set out in the following pages.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2024

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

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

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

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

Actuaries
Mercer Actuarial Services
Charlotte House
Charlemont Street
Dublin 2

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

Irish Life Investment Managers
Beresford Court
Dublin 1

Solicitors
Mr Mark McWha
Senior Solicitor
The Representative Church Body

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
STATEMENT OF THE TRUSTEE'S RESPONSIBILITIES **PAGE 4**

The financial statements are the responsibility of the Trustee. Irish pensions legislation requires the Trustee to make available for each scheme year the annual report of the scheme, including audited financial statements and the report of the auditor. The financial statements are required to show a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", of the financial transactions for the scheme year and the assets and liabilities (other than liabilities to pay benefits in the future) at the end of the scheme year and include a statement whether the financial statements have been prepared in accordance with the Statement of Recommended Practice - Financial Reports of Pension Schemes (revised December 2014) (SORP), subject to any material departures disclosed and explained in the financial statements.

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

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

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

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

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

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

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

pwc

Independent auditors' report to the trustee of the Church of Ireland Clergy Pension Fund

Report on the audit of the financial statements

Opinion

In our opinion, Church of Ireland Clergy Pension Fund's financial statements:

- give a true and fair view of the financial transactions of the scheme during the year ended 31 December 2024 and of the amount and disposition of the assets and liabilities (other than liabilities to pay pensions and other benefits in the future) at that date; and
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Irish law).

We have audited the financial statements, which comprise:

- the statement of net assets available for benefits as at 31 December 2024;
- the fund account for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") and applicable law.

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 scheme 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.

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 scheme'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 trustee'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 scheme's ability to continue as a going concern.

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

pwc

Reporting on other information

The other information comprises all of the information in the financial statements and our auditors' report thereon. The trustee 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 or, 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.

Responsibilities for the financial statements and the audit

Responsibilities of the trustee for the financial statements

As explained more fully in the statement of trustee's set out on page 4, the trustee is responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

The trustee is also responsible for such internal control as the trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. The trustee is also responsible for ensuring that contributions are made to the scheme in accordance with the scheme's rules.

In preparing the financial statements, the trustee is responsible for assessing the scheme'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 trustee either intends to wind up the scheme or has 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 Irish Auditing and Accounting Supervisory Authority website at: 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 opinions, has been prepared for and only for the trustee as a body in accordance with section 56 of the Pensions Act 1990, as amended and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

pwc

Other required reporting

Occupational Pension Schemes (Disclosure of Information) Regulations, 2006

In our opinion:

- The financial statements include the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 which is applicable and material to the scheme;
- the contributions payable to the scheme during the year ended 31 December 2024 have been received by the trustee within thirty days of the end of the scheme year; and
- such contributions have been paid in accordance with the rules of the scheme.

PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Place
Date 11 March 2025

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
ACCOUNTING POLICIES **PAGE 8**

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

(i) Basis of preparation

The financial statements have been prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", the Occupational Pension Schemes (Disclosure of Information) Regulations (2006), and the guidelines set out in the Statement of Recommended Practice, Financial Reports of Pensions Schemes (Revised December 2014).

The preparation of financial statements in conformity with FRS 102 requires the use of certain key assumptions concerning the future, and other key sources of estimation uncertainty at the end of the financial year. It also requires the trustees to exercise judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or areas where assumptions and estimates have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed below in note (ii).

The format and certain wording of the financial statements have been presented so that. in the opinion of the Trustee, they reflect most appropriately the nature of the Trust's business as an investment fund.

(ii) Critical accounting judgements and estimation uncertainty

Estimates and judgements made in the process of preparing the entity financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions

The Trustee make estimates and assumptions concerning the future in the process of preparing the entity financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

- Valuation of investments

  The valuation of investments, which includes unquoted investments, is based on an independent valuation of the investments, based on the underlying assets values in the accounts of the quoted and unquoted investment entity. There is a level of estimation involved in these valuations. The Trustee review the individual valuations applied which includes considering subsequent performance of the investments and takes account of advice provided by external investment advisors.

(iii) Investments

A proportion of the invested assets is managed by Irish Life Investment Managers and is held in unitised funds. This fund tracks a range of published equity and bond indices. The value of the units at the year end reflects the relative performance of these indices and the value of the relevant underlying stocks. The balance of funds are managed by the Representative Church Body. The split of the invested assets is shown in Note 7 to these accounts.

(iv) Investment Income

The invested assets managed by Irish Life Investment Managers are held in unitised funds. The income is attributed to the funds as it arises and is not separately reported. Income from directly held assets under Representative Church Body management is paid to the Fund and accounted for in the period.

(v) Going concern

The financial statements have been prepared on a going concern basis which is considered appropriate by the Trustee.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
ACCOUNTING POLICIES CONTINUED **PAGE 9**

(vi) Financial Risk

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

(vii) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into euro at the rate of exchange ruling at the year end (2024 €1 = £0.8275; 2023 €1 = £0.8669).

(viii) Benefits

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

(ix) Contributions

Contributions represent a levy on dioceses in accordance with section 36 of Chapter XIV of the *Constitution of the Church of Ireland*.

The levy was imposed from 1 June 2013 and represented 3% of Minimum Approved Stipend.

(x) Transfers to and from other Schemes

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

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
FINANCIAL STATEMENTS
FUND ACCOUNT **PAGE 10**

	Notes	Year ended 31 December 2024 €'000	Year ended 31 December 2023 €'000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions	3	663	2,738
		663	2,738
BENEFITS AND OTHER PAYMENTS			
Benefits paid	4	7,986	6,914
Administrative expenses	6	319	276
		8,305	7,190
NET WITHDRAWALS		(7,642)	(4,452)
RETURNS ON INVESTMENTS			
Investment Income	5	807	1,947
Realised and unrealised investment (losses)/gains		16,848	17,562
Currency gain		78	26
Investment management and professional expenses		(125)	(89)
NET RETURNS ON INVESTMENTS		17,608	19,446
NET INCREASE IN FUND IN THE YEAR		9,966	14,994
BALANCE 1 JANUARY		206,817	191,823
BALANCE 31 DECEMBER		216,783	206,817

Signed on behalf of the Trustee: *A Robinson*
RS Neill
Date: *11 March 2025*

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
FINANCIAL STATEMENTS
STATEMENT OF NET ASSETS **PAGE 11**

	Notes	31 December 2024 €'000	31 December 2023 €'000
INVESTMENT ASSETS	7	216,080	206,096
CURRENT ASSETS			
Debtors		703	721
CURRENT LIABILITIES			
Creditors		-	-
NET CURRENT ASSETS		703	721
NET ASSETS	11	216,783	206,817

Signed on behalf of the Trustee: *A Robinson*
RS Neill
Date: *11 March 2025*

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NOTES TO THE FINANCIAL STATEMENTS **PAGE 12**

1 FUND STATUS

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

The Fund closed to new entrants and to future accruals as at 31 May 2013. A Funding Proposal to bring the Fund back to full solvency was submitted to and accepted by the Pensions Authority in 2013. The Funding Proposal included revenue to be raised through the introduction of a levy of 13% of Minimum Approved Stipend, to be collected through the dioceses. The Funding Proposal concluded on 31 December 2023 and the levy reduces to 3% from 1 January 2024.

The most recent valuation of the Scheme was carried out as at 30 September 2024. Based on that valuation the Scheme satisfied the minimum funding standard laid down in Section 44 of the Pensions Act, 1990. The next valuation is due to be completed as at 30th September 2027.

2 FORMAT OF THE FINANCIAL STATEMENTS

The financial statements summarise the transactions and net assets of the Fund. They do not take account of liabilities to pay pensions and other benefits expected to become payable in the future. The actuarial position of the overall scheme, which takes account of such obligations, is dealt within the appendix titled "The Church of Ireland Clergy Pensions Trustee DAC – report on the Clergy Pensions Fund" in annual Book of Reports presented to the General Synod, along with the actuarial funding certificate and the actuary's annual certificate.

3 CONTRIBUTIONS

	2024 €'000	2023 €'000
Diocesan levies	660	2,636
Representative Church Body	-	100
Sundry	3	2
Total	663	2,738

The value of Northern Ireland contributions in sterling is £0.3m (2023: £1.22m) and was translated to euro at the year end rate of 0.8275 (2023: 0.8669).

The value of Republic of Ireland contributions is €0.3m (2023: €1.23m).

4 BENEFITS PAID

	2024 €'000	2023 €'000
Pensions to retired bishops and clergy	5,682	4,704
Pensions to surviving spouses and orphans	2,062	1,774
Commutation of pensions	242	261
Death Benefits	-	175
Total	7,986	6,914

The cost of Northern Ireland benefits in sterling is £3.7m (2023: £3.4m). This cost excludes administration charges.

The cost of Republic of Ireland benefits in euro is €3.5m (2023: €2.98m). This cost excludes administration charges.

5 ANALYSIS OF INVESTMENT INCOME

	2024 €'000	2023 €'000
Investment income	246	615
Interest	560	1,331
Miscellaneous trust income	1	1
Securities Lending	-	-
Total	807	1,947

The investment income above relates to the income paid to the Clergy Pensions Fund by investments managed by the Representative Church Body (RCB). The balance of the funds is held in a unitised fund passively managed by Irish Life Investment Managers (ILIM). The income on these funds is reinvested in the fund and is not separately reported.

6 ADMINISTRATIVE EXPENSES

	2024 €'000	2023 €'000
RCB Recharges	151	140
Actuarial Costs	50	69
Investment Advisor	48	25
Risk Management	17	17
Internal Audit fees	9	-
Administrator Review	18	-
Audit fees	15	14
Trustee Insurance	10	10
Sundry	1	1
Total	319	276

Investment management fees are borne by the Fund.

7 INVESTMENT ASSETS

	2024		2023	
	Market Value €'000	% of Fund	Market Value €'000	% of Fund
ILIM managed				
Equities				
Europe ex UK	26,578	12.3%	45,106	21.9%
UK	28,399	13.1%	50,481	24.5%
World	30,330	14.0%	-	0.0%
Bonds				
UK	48,282	22.3%	11,552	5.6%
European 5-10yr	11,882	5.5%	8,549	4.1%
European > 10yr	33,236	15.4%	27,278	13.2%
New World Indexed Euro Corp	5,224	2.4%	-	0.0%
	183,931	85.0%	142,966	69.3%
RCB in-house managed				
Property	4,305	2.0%	4,576	2.2%
Bonds and Bond Substitutes	27	0.1%	4,436	2.2%
Other	11,885	5.5%	13,354	6.5%
Cash on deposit	15,932	7.4%	40,764	19.8%
	32,149	15.0%	63,130	30.7%
	216,080	100.0%	206,096	100.0%

Cash on deposit included in the above schedule pertains to un-invested cash held by Representative Church Body for future investments. This is separate from Cash due from the Representative Church Body on the Statement of Net Assets.

8 CONTINGENT LIABILITIES

As stated in the accounting policies on pages 8 of the Financial Statements, liabilities to pay pensions and other benefits in the future have not been taken into account. On that basis, in the opinion of the Trustee the scheme had no contingent liabilities at 31 December 2024.

9 CONTINGENT ASSET

In 2022, the Representative Body provided a contingent asset for up to €20m to support the solvency of the Clergy Pensions Fund ("the Fund"). The contingent asset would be available to the Fund under certain circumstances, and will allow the Trustee of the Fund to maximise the return on invested assets for the Fund into the future. The Clergy Pensions Fund exited the funding proposal on 31 December 2023. The contingent asset is available to the Fund until 31 December 2028.

10 RELATED PARTY TRANSACTIONS

(a) The Trustee of the Fund is as set out on page 3 of the Financial Statements.

The Trustee does not receive and is not due any remuneration from the Fund in connection with its responsibilities as Trustee.

(b) The Representative Church Body acts as the Sponsor and Registered Administrator for the Clergy Pensions Fund.

The Registered Administrator of the scheme is remunerated on a fee basis.

11 NET ASSETS

	2024 €'000	2023 €'000
REPUBLIC OF IRELAND		
Contributions	303	1,278
Net benefits and other payments	(3,781)	(3,243)
Net transfer between sub divisions	(63)	-
Net withdrawals	(3,541)	(1,965)
Net returns on investments	8,630	9,190
Balance 1 January	100,845	93,620
Balance 31 December	105,934	100,845
NORTHERN IRELAND		
Contributions	359	1,460
Net benefits and other payments	(4,524)	(3,947)
Net transfer between sub divisions	63	-
Net withdrawals	(4,102)	(2,487)
Net returns on investments	8,979	10,256
Balance 1 January	105,972	98,203
Balance 31 December	110,849	105,972
CONSOLIDATED FUND		
Contributions	663	2,738
Net benefits and other payments	(8,305)	(7,190)
Net withdrawals	(7,642)	(4,452)
Net returns on investments	17,608	19,446
Balance 1 January	206,817	191,823
Balance 31 December	216,783	206,817

12 POST BALANCE SHEET EVENTS

No other significant events affecting the Financial Statements have occurred since the Balance Sheet date.

13 APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Trustee on 11 March 2025.

ANNEX 1

REPORT OF THE CHURCH OF IRELAND PENSIONS BOARD TO THE CHURCH OF IRELAND CLERGY PENSIONS TRUSTEE DAC

Members/Meetings of the Board

There were five meetings of the Board in 2024.

Elected by the House of Bishops

The Rt Rev Andrew Forster	(4)

Elected by the General Synod

Rev Canon John Auchmuty (resigned May 2024)	(2)
Mr Michael Johnston	(5)
Mr Robbie Syme	(4)
Rev Canon Ruth West (elected May 2024)	(2)

Elected by the Representative Church Body

Rev Canon Henry Gilmore	(5)
Mrs Judith Peters	(5)
Mrs Heather Pope	(5)

Chairperson – Mrs Judith Peters

Vice-Chairperson – Rev Canon John Auchmuty (resigned May 2024); Rev Canon Ruth West (elected September 2024)

Honorary Secretary – Mrs Heather Pope

Pensions Administration Manager – Ms Julie Bond (to October 2024); Ms Vicki Hastie (from November 2024)

Grants Committee

Mrs Judith Peters
Rev Canon John Auchmuty (resigned May 2024)
Mrs Heather Pope
Rev Canon Ruth West (elected September 2024)

Office: Church of Ireland House
Church Avenue
Rathmines
Dublin 6

Tel no (+3531) 4978422
Fax no (+3531) 4978821
Email <pensions@rcbcoi.org>

1. INTRODUCTION

Under section 22(3) of Chapter XIV of the *Constitution of the Church of Ireland* the Trustee has delegated to the Church of Ireland Pensions Board ("the Board") certain of the duties as set out in section 22(1) of the said Chapter including those relating to membership, contributions and benefits. This report summarises statistical data in relation to those matters.

The Report of the Church of Ireland Pensions Board on other funds administered by it, as delegated by the Representative Church Body (RCB), is found in Appendix G to the Report of the RCB (*Church of Ireland General Synod Reports 2025*, page 113).

2. MEMBERSHIP OF THE BOARD

The Board consists of seven members who are elected triennially in accordance with Section 25 of Chapter XIV of the *Constitution*.

3. MEMBERSHIP OF THE FUND

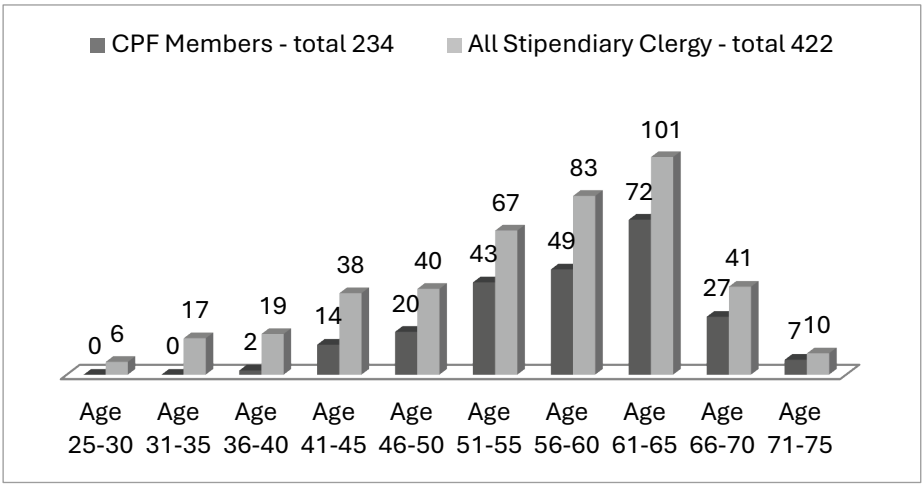
The table below shows the movement during the year across the various membership categories. The accompanying graph shows the age profile of the active members.

	Active members	Deferred members	Pensioners	Spouses on pension
At 1 January 2024	249	110	315	154
Leavers with deferred benefits	(6)	6	-	-
Leavers taking benefits elsewhere	-	-	-	-
Deaths before retirement	(1)	-	-	-
New pension arising from PAO	-	-	-	-
Retirements on pension	(8)	(6)	14	-
Returned to active service	-	-	-	-
Deaths on pension	-	-	(6)	(10)
New spouses' pensions	-	-	-	3
At 31 December 2024	234	110	323	147

In addition there were five child dependency allowances in payment at 31 December 2024 (8 at 31 December 2023).

There is one member of clergy who commenced in the stipendiary ministry before 31 May 2013 who sought and was granted exemption from membership of the Fund. That member elected to leave the Fund and make independent pension arrangements.

Age distribution of stipendiary clergy



4. RETIREMENT AGE

The revised Normal Retirement Age (NRA) from 1 June 2013 (for contributing members of the Fund as at 31 May 2013) is set out the table below:

Date of birth	Normal Retirement Age	Number of members in each retirement age category at 31 December 2024
31 May 1949 and before	65	0
1 June 1949 to 31 May 1954	66	6
1 June 1954 to 31 May 1959	67	35
1 June 1959 and after	68	193

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

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

5. PENSIONS IN PAYMENT

The annualised pensions etc in payment at 1 January 2025 are:

	€		£
Clergy	2,609,821	and	2,774,064
Surviving spouses and orphans	802,476	and	1,047,076
	3,412,297	and	3,821,140

The total annualised pensions in payment translated to euro at the year-end exchange rate of 0.8275 are €8,029,989.

6. CONTRIBUTIONS

In accordance with Section 37 of Chapter XIV of the *Constitution of the Church of Ireland* contributions may be made to the Fund from the Representative Body as deemed appropriate. The Fund exited the Funding Proposal, which had been in place since 2013, on 31st December 2023. No contribution from central funds has been made since that date. A contribution of €100k was made during the previous year.

7. LUMP SUM BENEFITS

Under the provisions of the Fund a cash lump sum is payable in a number of eventualities. During 2024, lump sums totalling €141,429 and £83,472 became payable in respect of 8 members as follows:

Paid on retirement (4); deferred pension (4).

8. EXTERNAL CONTACTS FOR INFORMATION AND SUPPORT

The Board has compiled a guide towards external sources of information to assist chaplains who support retired clergy and surviving spouses. A copy of the guide is available on request from the Pensions Administration Manager (email <pensions@rcbcoi.org>).

9. ADDITIONAL PERSONAL CONTRIBUTIONS (APCs)

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

There remain 45 members in active service who purchased additional service to 31 May 2013.

10. ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCS)

A resolution adopted by the General Synod on 11th May 2024 approved the closure of the Church of Ireland Voluntary Contributions Scheme to further contributions from members of the Clergy Pensions Fund (the Fund) and authorised the Trustee to transfer all monies held in the AVC Schemes for members of the Fund to the appointed pension providers for the Clergy Defined Contribution Pension Schemes.

The Trustee gave notice to Standard Life of their intention to wind up with effect from 30th June 2024.

(i) Active Membership of the AVC Fund as at 31 December 2024

	Membership 31/12/23	New Contributors	Fund Transfers	To Deferred	Retired	Membership 31/12/24
RI	3	0	3	0	0	0
NI	1	0	0	1	0	0
Total	4	0	3	1	0	0
Previous Year	5	0	0	1	0	4

Standard Life were the provider of the AVC facility. Contributions were invested with them in the "Managed Pension Fund", the "With Profits Pension Fund", the "Euro Global Liquidity Fund" or the "Pension Fixed Interest Fund", as appropriate, of the Tower Pension Series for those contributors who resided in the Republic of Ireland or the Castle Pension Series for those contributors who resided in Northern Ireland.

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

At the end of the year there were two members with deferred benefits which had not yet been transferred out of Standard Life.

(ii) AVC Fund Statement of Contributions

	2024 €'000	2023 €'000
Contributions received	1	7
Less paid on retirement or death	(50)	-
Less transfers to Clergy DC Scheme	(134)	-
Realised Gain on retirement and transfers to the Clergy DC Scheme	-	-
	(183)	7
Balance 1 January	207	200
Currency Translation Adjustment	-	-
Balance 31 December	24	207

NOTES

1. A resolution adopted by the General Synod on 12 May 2012 transferred the role of trustee from the Representative Body to the Church of Ireland Clergy Pensions Trustee Limited (now DAC).
2. Under the Scheme members were permitted to make voluntary contributions which were invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities. The balance at the year-end represents the net accumulation of members' contributions which have been transferred to the Standard Life Assurance Company by the Trustee. The value of the investments underlying these contributions is not reflected in the statement.
3. AVCs were unaffected by the closure of the Clergy Pensions Fund to future accruals in 2013 and contributions to the scheme continued to be possible until June 2024.
4. An accountant's report has not been provided for these financial statements as the balance of €24,580 is included within the scope of the Representative Church Body's audit.
5. Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2024 €1 = £0.8275 (2023 €1 = £0.8669).

ANNEX 2

ACTUARIAL FUNDING CERTIFICATE

An tÚdarás Pinsean
The Pensions Authority

SCHEDULE BD

Article 4

ACTUARIAL FUNDING CERTIFICATE

THIS CERTIFICATE HAS BEEN PREPARED UNDER THE PROVISIONS OF SECTION 42(1) OF THE PENSIONS ACT 1990 (the ACT) FOR SUBMISSION TO THE PENSIONS AUTHORITY BY THE TRUSTEES OF THE SCHEME

SCHEME NAME: The Church of Ireland Clergy Pensions Fund

SCHEME COMMENCEMENT DATE: 01/01/1976

SCHEME REFERENCE NO.: PB1667

EFFECTIVE DATE: 30/09/2024

EFFECTIVE DATE OF PREVIOUS CERTIFICATE (IF ANY): 30/09/2021

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

(1) the resources of the scheme, which are calculated for the purposes of section 44(1) of the Act to be €218,254,000.00, would have been sufficient if the scheme had been wound up at that date to provide for the liabilities of the scheme determined in accordance with section 44(1) of the Act which, including the estimated expenses of administering the winding up of the scheme, amount to €136,467,000.00, and

(2) €0.00 of the resources of the scheme referred to in paragraph (1) comprise contingent assets, in accordance with and within the meaning of the guidance issued by the Authority and prescribed under section 47 of the Act.

I, therefore, certify that as at the effective date of this certificate the scheme satisfies the funding standard provided for in section 44(1) of the Act.

I further certify that I am qualified for appointment as actuary to the scheme for the purposes of section 51 of the Act.

Signature: _____ **Date:** 18/02/2025

Name: Mr Liam Quigley **Qualification:** FSAI

Name of Actuary's Employer/Firm: Mercer (Ireland) Limited **Scheme Actuary Certificate No.** P044

Submission Details

Submission Number: SR3735491 **Submitted Electronically on:** 18/02/2025

Submitted by: Liam Quigley

FUNDING STANDARD RESERVE CERTIFICATE

An tÚdarás Pinsean
The Pensions Authority

SCHEDULE BE

Article 4

FUNDING STANDARD RESERVE CERTIFICATE

THIS CERTIFICATE HAS BEEN PREPARED PURSUANT TO SECTION 42(1A) OF THE PENSIONS ACT 1990 (the ACT) FOR SUBMISSION TO THE PENSIONS AUTHORITY BY THE TRUSTEES OF THE SCHEME

SCHEME NAME: The Church of Ireland Clergy Pensions Fund

SCHEME COMMENCEMENT DATE: 01/01/1976

SCHEME REFERENCE NO.: PB1667

EFFECTIVE DATE: 30/09/2024

EFFECTIVE DATE OF PREVIOUS CERTIFICATE (IF ANY): 30/09/2021

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

(1) the funding standard liabilities (as defined in the Act) of the scheme amount to €136,467,000.00,

(2) the resources of the scheme (other than resources which relate to contributions or a transfer of rights to the extent that the benefits provided are directly related to the value of those contributions or amount transferred (DC resources)), calculated for the purposes of section 44(1) of the Act amount to €218,254,000.00,

(3) €110,218,000.00 , of the amount referred to in paragraph (2) (subject to a maximum of an amount equal to the funding standard liabilities) is invested in securities issued under section 54(1) of the Finance Act 1970 (and known as bonds), securities issued under the laws of a Member State (other than the State) that correspond to securities issued under section 54(1) of the Finance Act 1970, cash deposits with one or more credit institutions and such other assets (if any) as are prescribed under section 44(2)(a)(iv) of the Act,

(4) the amount provided for in section 44(2)(a) of the Act (Applicable Percentage x ((1) minus (3)) is €2,625,000.00,

(5) the amount provided for in section 44(2)(b) of the Act, being the amount by which the funding standard liabilities of the scheme would increase if the interest rate or interest rates assumed for the purposes of determining the funding standard liabilities were one half of one per cent less than the interest rate or interest rates (as appropriate) assumed for the purposes of determining the funding standard liabilities less the amount by which the resources of the scheme (other than DC resources) would increase as a result of the same change in interest rate or interest rates is -€330,000.00,

(6) the aggregate of (4) and (5) above amounts to €2,295,000.00, and

(7) the additional resources (as defined in the Act) of the scheme amount to €81,787,000.00, of which, in accordance with and within the meaning of the guidance issued by the Authority and prescribed under section 47 of the Act, €0.00 comprises contingent assets and €0.00 of such contingent assets comprise an unsecured undertaking.

I therefore certify that as at the effective date of the funding standard reserve certificate, the scheme does hold sufficient additional resources to satisfy the funding standard reserve as provided in section 44(2) of the Act.

I further certify that I am qualified for appointment as actuary to the scheme for the purposes of section 51 of the Act.

Signature:		**Date:**	18/02/2025
Name:	Mr Liam Quigley	**Qualification:**	FSAI
Name of Actuary's Employer/Firm	Mercer (Ireland) Limited	**Scheme Actuary Certificate No.**	P044

Submission Details

Submission Number:	SR3735492	**Submitted Electronically on:**	18/02/2025
Submitted by:	Liam Quigley		

ANNEX 3

ACTUARY'S ANNUAL STATEMENT

Mercer

welcome to brighter

Church of Ireland Pension Fund Annual Statement

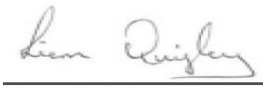
Year ended 31 December 2024

Pensions Authority reference number: PB1667

Actuary's Statement

The last Actuarial Funding Certificate was prepared with an effective date of 30 September 2024. This certificate confirmed that the Plan satisfied the Funding Standard set out in Section 44 of the Pensions Act, 1990 at that effective date. The last Funding Standard Reserve Certificate, prepared on the same effective date, confirmed that the Plan held sufficient additional assets to satisfy the Funding Standard Reserve also set out in Section 44 of the Pensions Act, 1990 at that effective date.

I have undertaken a review of the financial condition of the Scheme as at 31 December 2024. Based on that review, I am reasonably satisfied that the Scheme would have satisfied the Funding Standard and the Funding Standard Reserve at that effective date.



Liam Quigley
Fellow of the Society of Actuaries in Ireland
Certificate number: P044
Date: 18 February 2024

Mercer (Ireland) Limited, trading as Mercer, is regulated by the Central Bank of Ireland.

Registered Office: Charlotte House, Charlemont Street, Dublin 2. Registered in Ireland No. 28158.
Directors: Sheila Duignan, John Mercer, Mary O'Malley, Patrick Healy and Cara Ryan.

A business of Marsh McLennan

ANNEX 4

STATEMENT OF RISK IN RELATION TO THE CHURCH OF IRELAND CLERGY PENSIONS FUND (THE "FUND")

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

The Fund operates on a 'defined benefit' basis and has been closed to future service accrual and to new members with effect from 31 May, 2013. The Fund is subject to a Funding Proposal agreed with the Pensions Authority with the intention of returning it to solvency by 2023. The risks in such an arrangement are generally classified as financial or operational. In any defined benefit arrangement, the main risk is that there will be a shortfall in the assets (for whatever reason) and the employer/sponsor will not be willing or able to pay the necessary contributions to make up the shortfall. If that occurs, members may not receive their anticipated benefit entitlements. Some of the reasons why a shortfall could occur are as follows (this list may not be exhaustive):

- The assets of the pension fund may grow more slowly than expected, or even fall in value, depending on the performance of underlying markets and the securities chosen. Where the scheme is subject to a Funding Proposal and, being closed to future service accrual, has an ageing profile, the requirement to invest in assets to match the future liability leads to a reduction in the opportunity to invest in growth assets.

- Similarly, the liabilities may grow faster than expected due to higher salary or pension increases, or due to unfavourable movements in interest rates, or due to mortality and other elements of the fund's experience varying from the assumptions made.

- The administration of the fund may fail to meet acceptable standards. The fund could fall out of statutory compliance, the fund could fall victim to fraud or negligence, or the benefits communicated to members could differ from the liabilities valued by the Actuary.

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

Another risk is that the employer/sponsor may for some reason decide to cease its liability to contribute to the pension fund. In this event, the fund may be wound up and accrued entitlements would be discharged from the available assets (which may or may not be sufficient to discharge member benefit expectations, as outlined above). In accordance with Section 20 of Chapter XIV of the *Constitution of the Church of Ireland* it would require a decision to be taken at the General Synod for the Fund to be wound up.

Various actions have been taken by the Trustee to mitigate the risks. The investment strategy is reviewed regularly to ensure that it is consistent with the needs of the Fund as well as meeting the requirements arising under the Funding Proposal. Professional investment managers have been appointed to manage the Clergy Pensions Fund assets, which are invested in a range of diversified assets. There is regular monitoring of how these investments are performing. An actuarial valuation of the Fund is carried out at least every three years to assess the financial condition of the Fund and determine the rate of contributions required to meet the future liabilities of the Fund. In addition, an annual review of the solvency position of the Fund is carried out on the assumption that it is wound up at that time.

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

Last updated September 2015
Reviewed October 2022

ANNEX 5

CHURCH OF IRELAND CLERGY PENSIONS FUND ("the Scheme")

STATEMENT OF INVESTMENT POLICY PRINCIPLES

Note: This Statement of Investment Policy Principles will be updated during 2025 to reflect investment strategy decisions made in 2024 and 2025.

Introduction
The purpose of this Statement of Investment Policy Principles ('SIPP') is to outline the policies and guidelines that have been determined by the Trustees to govern the management of the Scheme's assets. It provides an overview of the Trustees' investment objectives, investment policies, risk measurement and their risk management processes.

This document has been provided to the RB Investment Committee as the Scheme's Investment Advisor and has been used to develop detailed guidelines for the investment of the Scheme's assets by the selected investment managers, which are separately documented.

Investment Objectives
The overall investment objective of the Trustees is to ensure that the benefits of the Scheme continue to be affordable and that ultimately the level of benefits set out in the Trust Deed and Rules can be paid.

The overall investment strategy aims to maximise the investment return, net of fees, while managing risk by maintaining a maximum ratio of Growth to De-risked Assets in the investment portfolio. De-risked Assets are holdings in liability matching asset classes and generally comprise fixed income sovereign bonds, high grade corporate fixed interest bonds and cash. Growth Assets are represented by all other asset classes.

In the short term a key objective is to ensure that the Scheme exits the current Funding Proposal by 31 December 2023. Over the long-term, a core objective is to ensure that the Scheme continues to meet the Funding Standard and Funding Standard Reserve requirements on an ongoing basis. A triennial actuarial valuation is completed by the Scheme's actuary to assess the Scheme performance against the Funding Standard and the Funding Standard Reserve. The latest triennial valuation was completed as at 30 September 2021.

The investment strategy for the Scheme results from a review undertaken during 2021 carried out with the assistance of the Scheme's actuary and using membership and actuarial estimates as at 31 December 2020. A summary of this review is detailed below.

Summary of Investment Review 2021
Long term projections indicate that a net total return on the fund's assets of c1.5% per annum should be sufficient to meet the long term pension liabilities of the Scheme over its remaining life/term. Such a target rate of return would be consistent with a 40:60 split of the Fund's assets (40% Growth versus 60% De-risked Assets). However, these projections also indicate that while such a rate of return would be adequate over the life of the scheme taken as a whole, it may not be sufficient to meet the discrete annual Funding Standard Reserve requirements at all times throughout the life of the Scheme, in particular where it is assumed that increases to pensions in payment are awarded in line with inflation post 2023.

Following discussion with the Sponsor the Trustees have determined that, for the current period until 31 December 2023, the target rate of total return to the fund, net of fees, should be 2.6 % per annum, consistent with a 60:40 split of the assets between Growth and De-risked Assets. In determining this, the Trustees have taken into consideration a range of factors including the Sponsor providing the Scheme with a Contingent Asset in the form of security over assets with a market value of €20m.

Formulating Investment Policy
The Trustees have responsibility for setting and monitoring the investment strategy of the Scheme.

Investment Advisor
The Trustees have appointed the RB Investment Committee as the Scheme's Investment Advisor. The Investment Advisor is responsible for appointing suitable investment managers, managing the asset allocation within pre-agreed limits and for recommending any direct investment to the Trustees. The Trustees recognise the need to work with the Investment Advisor in formulating the investment policy. The Investment Advisor is available to meet with the Trustees and to attend

any Trustee meeting at the request of the Trustees so as to consider the investment performance and to advise of any changes to the investment objectives.

Environmental, Social and Governance Considerations
The Trustees currently adopt the RCB Environmental, Social and Governance (ESG) policy and the RCB Climate Change policy. The Investment Advisor will consider ESG and climate change as part of any investment decision and will report on ESG considerations annually to the Trustees.

Sponsor
In setting the investment policy, the Trustees recognise that the Sponsor's continued financial support of the Scheme is of utmost importance in serving the best interests of members. Therefore the principles outlined in this Statement are not shaped by the objectives of the Trustees in isolation, but also in collaboration with the Sponsor. This SIPP was presented to the Sponsor and noted at its meeting on 5 April 2022.

Risk Measurement
The ideal risk management strategy for any pension scheme would be to match fund assets and pension liabilities in duration, currency and volatility. However, this hedged strategy would be expected to deliver low long term returns and thus require high contributions. The Scheme therefore needs to hold asset classes with higher expected returns in order to keep funding costs at an acceptable level over the life of the Scheme. Growth Assets will involve higher risk and volatility, particularly over the short term and it is therefore important to conduct regular investment risk assessments.

The key investment risk is that the Scheme's funding level may deteriorate as a result of the investment strategy which would in turn increase the costs of funding and may threaten the viability of possible future discretionary pension increases or even the future sustainability of the Scheme.

The Trustees have therefore considered the following as part of their investment risk analysis:

- **Scenario analysis**: The Trustees have considered projected outcomes for a number of different investment strategies.

- **Hedge ratios:** Hedge ratios assess the extent to which the liability matching portfolio behaves in line with the liabilities. The funding level and duration of the liabilities and the extent and duration of bond investment are key components to this calculation. It is important to consider hedge ratios on both short term (Funding Standard) and long term measures of the liability. Given the current interest rate environment, a key Trustee concern is maintaining/improving the Scheme's Funding Standard position.

- **Duration of the liabilities:** Duration is an assessment of sensitivity to changes in interest rates, and this can vary significantly depending on the liability valuation measure under consideration.

- **Currency:** The currency denomination of the liability has been considered by the Trustees in determining the currency split of the investment portfolio.

- **Contribution impact**: The Trustees and the Sponsor have considered differing contribution rates which would be required for a range of **pension** outcomes.

- **Qualitative risk assessment**: The Trustees have consulted with the Investment Advisor and the Sponsor as part of the investment strategy review process and in relation to the selection of fund managers and direct investments.

The Trustees regularly review the investment strategy and the risks including considering ESG compliance.

Investment Policy and Asset Allocation
The Trustees, with the assistance of their advisers, have devised and adopted an asset allocation framework which takes into consideration:

- The required level of return consistent with the tolerance for risk
- The requirement to satisfy the Funding Standard and associated risk reserve requirements on an ongoing basis
- A de-risking objective over the long term as the funding level improves and as the Scheme matures.

Current strategic asset allocation for the Scheme:

Asset class	**Short term Allocation range (%)**	**Medium term target Allocation (%)**	**Long term target Allocation (%)**
Matching/De-risked assets			
Cash	2.5 – 30.0	2.5 – 30.0	2.5 – 72.5
Bonds	10.00 – 37.5	10.0- 37.5	2.5 - 72.5
Sub-total	**40.0**	**40.0**	**75.0**
Risk assets			
Equities	22.5 – 60.0	22.5 – 60.0	12.5 - 25
Private equities/alternatives	0.0 – 10.0	0.0 – 10.0	0.0 – 5.0
Hedge funds	0.0 – 10.0	0.0 – 10.0	0.0 – 5.0
Credit (high yield) bonds	0.0 – 10.0	0.0 – 10.0	0.0 – 5.0
Property	0.0 – 10.0	0.0 – 10.0	0.0 – 5.0
Gold/Mining stocks	0.0 – 10.0	0.0 – 10.0	0.0 – 5.0
Sub-total	**60.0**	**60.0**	**25.0**
Total	**100.0**	**100.0**	**100.0**

The table shows the short, medium and long term allocations and the ranges within which the Trustees believe that the investment objectives can be achieved. The long term allocation describes the split that the Trustees aim to move toward, over the long term, as the Scheme matures and as Scheme finances and investment conditions permit.

Currency allocation
The Scheme's liabilities are denominated in both Sterling and Euro as the Scheme members are based in both Northern Ireland and the Republic of Ireland. The assets are managed on a basis that recognises the underlying currency denomination and split of the Scheme's liabilities.

Exposure to assets denominated in currencies other than Sterling and Euro, as part of investment decisions and individual stock selection by the Investment Managers, is subject to defined limits set by the Trustees.

Rebalancing and De-risking
The Trustees recognize that even though the Scheme's investments are subject to short-term volatility, it is critical that a long-term investment focus be maintained. The Trustees intend to avoid ad-hoc revisions to their philosophy and policies in reaction to either speculation or short-term market fluctuations.

Rebalancing is considered as part of the annual investment review by the Trustees.

The strategic asset allocation is likely to evolve over the long term to reflect a reduced growth portfolio and an increased sovereign bond allocation.

Risk Management
The Trustees ensure that they understand the performance, risk and other characteristics of all asset classes and funds that the Scheme invests in. Investment guidelines and targets are agreed with external managers to ensure that the assets:

- Are invested in a manner designed to ensure the security, quality and liquidity of the assets as a whole is appropriate having regard to the nature and duration of the expected liabilities of the Scheme.

- Are predominantly invested in regulated markets.

- Are properly diversified in such a way as to avoid excessive reliance on any particular asset, issuer or group of undertakings and so as to avoid accumulations of risk in the portfolio as a whole.

- Include use of derivative instruments only in so far as they contribute to a reduction in investment risks or facilitate efficient portfolio management.

Performance is reviewed by the Trustees at regular intervals based on reports independently collected and calculated by the Investment Advisor. The Fund's performance is also reviewed by the Trustees relative to the long-term required return and benchmark.

The Trustees also receive from the Investment Advisor an assessment of performance, together with an analysis of the factors affecting performance, relative to the Fund's benchmark.

Risk controls
The Trustees use a number of measures to control and reduce the risks associated with making investments including the following:

- **Diversification**: The Trustees aim to invest in a range of asset classes in order to achieve the required real long-term return while limiting the volatility of returns. Where practical, investments are spread geographically, across industry sectors and individual stocks.

- **Manager restrictions**: The Trustees have an Investment Management Agreement (IMA) in place with external investment managers. Each IMA contains restrictions which limit the risk from each individual stock or security held and which prohibit unsuitable investment activity. Compliance with the IMA is monitored.

- **Risk versus the liabilities**: The Trustees have adopted an investment strategy that they believe is capable of achieving the long term target return while being mindful of the Minimum Funding Standard requirements. However, future returns are uncertain, and the long-term risk is that the value of the assets may not increase sufficiently over time to allow the Trustees to provide all of the intended benefits. The Trustees review this risk by monitoring the performance of the assets and the liabilities in the Triennial Actuarial Valuations, funding updates and Interim Valuations from time to time.

- **Custody**: The Trustees ensure the separation of responsibility for the safe-keeping or custody of the Fund's financial assets from its investment managers and the protection of the financial rights attaching to those assets by the employment of an independent global custodian.

The Trustees measure and monitor risk in the portfolio on a regular basis. Investments are regularly considered as part of Trustee meetings. In addition, the Trustees formally review the Scheme's investment strategy in conjunction with actuarial valuations of the Scheme or following any significant change to the Scheme.

The Trustees ensure that the investment of the Scheme's assets adheres to the requirements of the Occupational Pension Schemes (Investment) Regulations 2006.

Review
The assumptions underlying the risk assessment had an effective date of 31 December 2020. Actual experience will differ from the assumptions (perhaps significantly) and consequently, the Trustees will regularly review the investment strategy.

The success of the current strategy will be reviewed on at least an annual basis, with a formal investment strategy review being carried out every 3 years or following any significant change in the circumstances of the Scheme.

Effective Date of this Statement: 17 October 2022

APPENDIX G

THE CHURCH OF IRELAND PENSIONS BOARD

Funds administered by the Board as delegated by the Representative Church Body

THE SUPPLEMENTAL FUND

1. ADMINISTRATION OF THE FUND FOR THE YEAR ENDED 31 DECEMBER 2024

The Supplemental Fund is held by the Representative Church Body (RCB) for the provision of assistance to retired clergy of the Church of Ireland and to surviving spouses, orphans and other dependants of clergy of the Church of Ireland and is administered by the Church of Ireland Pensions Board.

The income is derived from the investments representing the capital of the various Funds comprising the Supplemental Fund and grants allocated to it by the General Synod.

Last year the following assistance was provided by means of *ex gratia* payments:

(i) Minimum Income of Surviving Spouses and Orphans

Grants to ensure each has a minimum income from all sources in the year commencing 1 January 2024 of not less than:

	Resident in the: United Kingdom	Resident in the: Republic of Ireland
Surviving spouse under 80	£17,192	€20,989
Surviving spouse 80 or over	£17,845	€21,787

On 31 December 2024, pensions were in course of payment to 147 surviving spouses (excluding widows of voluntary members) of clergy of the Church of Ireland. One surviving spouse required a grant during the year to bring their total income up to the relevant figure in the table.

During 2024, the surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

(a) a grant twice yearly towards basic housing costs of £1,650 from the Housing Fund;

(b) a grant of £400 from monies allocated from the Priorities Fund.

(ii) Removal Grants

A grant to a surviving spouse towards the cost of removal, if their spouse was in the service of the Church of Ireland at the time of death, up to a sum of £2,627 if he or she died while holding office in Northern Ireland, or €4,847 if he or she died while holding office in the Republic of Ireland.

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

(iii) Immediate Grants to Surviving Spouses

On the death of clergy in the service of the Church of Ireland who are survived by a spouse, an immediate grant of £5,912 if they died while holding office in Northern Ireland or €7,271 if they died while holding office in the Republic of Ireland shall be paid.

On the death of clergy in retirement from the service of the Church of Ireland who are survived by a spouse, an immediate grant of £1,971 if they resided in the United Kingdom or €2,424 if they resided in the Republic of Ireland shall be paid.

(iv) Other Grants

Certain other grants which, in the opinion of the Board and in the particular circumstances of each case, merited special consideration.

In addition to the grants allocated under the above headings retired clergy, surviving spouses and dependants in need, received help from other sources. The Board would like to record its thanks to the Priorities Fund, the Corporation of the Sons of the Clergy, the Friends of the Clergy Corporation and the other charities and funds which provided this help.

2. GRANTS 2025

Due the unexpended surplus for 2024 and expected dividend income for 2025 it is not necessary to request for an allocation from General Synod to the Fund for 2025.

The unexpended surplus for 2024 and dividend income for 2025 will enable the Board to continue the schemes of *ex gratia* payments to the surviving spouses who were in receipt of such payments as at 1 January 2025 as follows:

(i) Minimum Income of Surviving Spouses and Orphans

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£17,536	€21,451
Surviving spouse 80 or over	£18,202	€22,266

It is estimated that the cost of this scheme will be £3,588.

(ii) Removal Grants

Northern Ireland	£2,693
Republic of Ireland	€4,915

(iii) Immediate Grants to Surviving Spouses

In service:

Northern Ireland	£6,059
Republic of Ireland	€7,373

In retirement:

Northern Ireland	£2,020
Republic of Ireland	€2,458

3. RULES

Copies of the rules are available on application to the Pensions Administration Manager.

4. FINANCIAL STATEMENTS

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

THE SUPPLEMENTAL FUND

31 December 2024

INCOME AND EXPENDITURE ACCOUNT

	2024 €'000	2023 €'000
INCOME		
Investment Income	55	50
Income from Trusts and Donations	2	2
	57	52
EXPENDITURE		
Augmentation – Surviving Spouses and Orphans	4	4
Grants to Surviving Spouses	12	14
Expenses	3	3
	19	21
OPERATING SURPLUS FOR THE YEAR	38	31
Balance 1 January	1,985	1,843
Revaluation movement	105	109
Currency translation adjustment	5	2
Balance 31 December	2,133	1,985
FUNDS EMPLOYED		
Investments	1,935	1,830
Cash held with the RCB	198	155
	2,133	1,985

ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2024

	2024 €'000	2023 €'000
Investments at Valuation		
RB General Unit Trusts	1,935	1,830
	1,935	1,830

Notes

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

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

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

3. An accountant's report has not been provided for these financial statements, as the balance of €2,133,000 is included within the scope of the Representative Church Body's audit.

OTHER FUNDS ADMINISTERED BY THE BOARD

1. Church of Ireland Clergy Widows' and Orphans' Society

Grants are paid on the recommendation of the Board. The total grants paid in 2024 was €4,000 and £18,900.

2. Housing Assistance Fund

The Housing Fund has been created by the Representative Church Body mainly from the income of certain endowments and bequests received by it from generous benefactors and where the terms of trust permit.

The Fund is being administered under a Scheme prepared by the Board and approved by the Representative Church Body. Grants amounting to €81,556 plus £102,009 were allocated in 2024. Many expressions of thanks and appreciation have been received from the recipients.

The Board is most grateful for these donations and hopes that this Fund, which has already been of considerable help to retired clergy and surviving spouses with financial outlay arising from the provision and/or upkeep of housing accommodation, will be given further support by donations or bequests.

3. Priorities Fund – additional income for the most elderly and needy

A further grant was allocated by the Standing Committee from the Priorities Fund in 2024 to provide additional income for the most elderly and needy surviving spouses of clergy. This enabled the Board to give an additional grant of £400 to each surviving spouse irrespective of age who needed a grant from the Supplemental Fund to ensure a minimum income under the scheme in operation for that purpose. One surviving spouse benefited from the allocation.

The Board has applied to the Priorities Fund Committee for a grant for 2025.

4. Mrs E Taylor Endowment

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

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

During 2024, grants totalling €44,486 were paid to seven retired clergy.

5. Rev Precentor RH Robinson Bequest

The income of this bequest, currently circa €10 per annum, is being allowed to accumulate to provide a reasonable grant level.

6. Rev GJ Wilson Bequest

The income of this bequest is available for the benefit of retired clergymen of the dioceses of Dublin, Glendalough and Kildare. The Board allocates the income having sought recommendations from the Archbishop of Dublin and the Bishop of Meath and Kildare.

In 2024, the total of grants paid was €1,982.

7. Discretionary Fund – Retired Clergy/Surviving Spouses

This Fund is available to provide (i) discretionary grants unrelated to Housing, to surviving spouses of clergy to be administered in a similar manner to that of the Housing Fund and (ii) greater support for retired clergy resident in Northern Ireland or outside Ireland.

Income from bequests allocated to the Fund by the Representative Body enabled the Board to make grants totalling €652 to one surviving spouse and grants totalling £7,238 to four retired members of the clergy.

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

8. Cork, Cloyne and Ross Clergy Widows, Widowers, Orphans and Retired Clergy Trust Fund

This fund is available to pay annuities out of the income of the Trust Fund to Widows, Widowers, or Children of deceased Clergy of the Church of Ireland, as had been beneficed or licensed in the United Dioceses of Cork Cloyne and Ross, and also to necessitous retired clergy resident in the Dioceses, as may hereafter be nominated by the Committee. Income from the Fund enabled annuities of €31,000 to be paid during 2024.

APPENDIX H

FUNDS RECEIVED BY THE REPRESENTATIVE CHURCH BODY IN 2024 TO BE HELD IN TRUST FOR PARISHES, DIOCESES ETC

	£	€	
Ossory & Leighlin Diocesan Board of Education		200,000	Additional
Teach an tSolais		46,000	Additional
Sale of Deanery		100,000	Additional
Parish Graveyard Account		20,000	New
Edith Letitia Langrell Bequest		5,000	New
Glebe Profit Sale		2,000	Reinvestment
Deanery Appeal Trust	26,000		Additional
Mrs Frances Patience Holt Bequest	1,000		Additional
Desmond Corban Lucas Bequest		256,506	New
General Purpose Fund	91,000		New
Garden of Remembrance		4,500	Additional
Sale of Sextons House		175,794	New
Cavan Childcare Society		30,000	Additional
School House Fund	48,500		New
Diocesan Board of Education Rural Redistribution		3,041	Additional
Diocesan Board Of Education Urban Redistribution		1,636	Additional
Sale of Deanery		100,000	Additional
Hugh Gore Institute		150,000	Additional
St John's Church Select Vestry		30,000	New
Union Investment Fund		170,000	New
Corina Whitla Bequest	140,000		New
Church Education Society		15,000	Additional
St Patrick's Cathedral School		300,000	Additional
Sale of Deanery		100,000	Additional
Sale of Kilfieragh Church (20%)		34,813	New
Select Vestry Dormant NIB Account		1,500	New
Albert Moorhead Bequest		5,000	New
General Purpose Fund	89,000		Additional
Kilmore Elphin & Ardagh Diocesan Board of Education		30,000	New
Unit Trust Account		100,000	New
CICE Endowment		1,000,000	Additional
Donegal Protestant Orphan Society		25,000	Additional
Sale of Lands at Spanish Point		350,000	New
Parochial Funds		200,000	New
Olive Hipwell Bequest		214,757	New
Cynthia Good Bequest		2,000	Reinvestment
Desmond Corban Lucas Bequest		1,572	Additional
The Alan Bolsom Memorial Fund		50,000	New
R & M Levers		600	New
Johnston/Moore Bequest		200	Additional
	£395,500	€3,724,919	

APPENDIX I

ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE REPRESENTATIVE CHURCH BODY LIBRARY, 2024

The inclusion of material in this list does not necessarily imply that it is available to researchers. Parish registers (of baptism, marriage and burial) are not subject to any access restrictions, but vestry minutes and other categories of records are subject to 40-year closure, while materials containing personal or sensitive information are normally closed for 100 years.

1. ARCHIVES

(i) Parish Records

All parish records are from the relevant local custody, unless otherwise indicated.

Ballinascreen, Six Towns Church (Derry)
Preachers' book for Six Towns Chapel of Ease, with additional memoranda about the building and consecration of this church dedicated to St Anne within for Ballinascreen church, compiled by the Revd Robert King, and completed by the Revd Matthew Moriarty, 1845-1862
From Peter Clarke, Woodtown, Rathfarnham, Co. Dublin

Castledermot (Glendalough)
Copies of marriages solemnized in the parish church, as registered in the Registrar's District of Athy, extracted and compiled by the Revd Ken Rue, for the period 1846-1876

Coolbanagher Union (Kildare)
Coolbanagher: Vestry minute book, 1985-2010; Miscellaneous correspondence and papers created during the business of the select vestry, 1990-2009
Mountmellick: Miscellaneous loose papers including reports on the condition of the church building and repairs as well as other routine matters of parish business, 1957-2012; Parish newsletters in typescript format, on a monthly basis, 1967-1976; Routine correspondence and accounts relating to the parish school, 1952-1975

Dalkey (Dublin)
Registers of marriages, 1984-2007; Register of vestrymen, 1929-2012; Banns register, 1959-1970; Preachers' books, 2002-2016

Desertmartin (Derry)
Combined registers of baptisms, marriages and burials, 1785-1861; Registers of baptisms, 1848-1882; Registers of marriages, 1845-2003; Vestry minute books, 1751-1969; Preachers' books, 1868-1990; Confirmation register, 1970-1984
Termoneeney: Combined registers of baptisms and marriages, 1821-1838, Register of baptisms, 1846-1882; Registers of marriages, 1845-1999; Vestry minute books, 1805-1842 and 1940-2013; Register of vestrymen, 1870-1953; Preachers' books, 1862-2016

Errigal-Shanco (Clogher)
Preachers' book, 1945-1965

Fermoy Union (Cork, Cloyne & Ross)
Indices comprising alphabetical typescripts of baptisms, 1838-1900; marriages, 1838-1900 & burials, 1844-1900 for the parish of Fermoy, and for individual parishes within the group as follows: Ahern, Ardnageehy (Glenville), Ballynoe, Brigown, Castlehyde (Litter), Castlelyons, Castlemartyr, Clondulane, Clonpriest, Curraglass (Mogeely), Farahy, Fermoy, Glanworth, Kilworth, Knockmourne, Nathlash, Rathcormac, Whitechurch, 1768-1899
Fermoy: Register of baptisms, 1914-1988; Register of marriages, 1958-2006; Vestry Minute Book, 1938-2003; Register of Vestrymen, 1870-2013
Aghadown (Kilcoe Church): Vestry minute books, 1870-1962; Account book, 1969-1978 and Preachers' books, 1851-1999
Ardnageehy (Glenville): Register of baptisms, 1877-1994; Register of marriages, 1961-2004
Ballydehob: Vestry minute books, 1898-2001; Account books, 1933-1992; Preachers' books, 1903-2011; volume relating to the Tennis & Social Club, 1933-1962; Rectors' notebook, 1978-1993; Visitors' book, 1978-2011
Ballyhooly: Register of marriages, 1963-2007

Brigown: Combined register: baptisms, 1839-2003; marriages, 1841-1848 & burials, 1839-2004; Register of marriages, 1962-2007
Knockmourne: Register of baptisms, 1882-1996; Register of marriages, 1959-2007

Inniscarra (Cork)
Miscellaneous receipts for works carried out in either the church or parish school, 1919-1935
From local parish custody in Carrigrohane

Killough (Down)
Deed of conveyance for a glebe in the parish of Killough, involving Thomas Armor Esquire, the Board of First Fruits, the Bishop of Down & Connor and the Revd William Milligan, with related map of lands and tenements in Killough and a summary of the legal arrangements concerning the property, which ultimately became the rectory, 1817
From Finbar McCormick, Killough Parish, County Down

Kilternan (Dublin)
Marriage registers, 1960-1999

Mount Merrion (Dublin)
Vestry minute books, 1988-2009; Four income and expenditure account books, including rental income and all other general parish accounts, 2003-2019; Account book for use of Monk Gibbon Hall and flat, with supporting documentation and spreadsheets, 2007-2019; Correspondence and related materials arranged by subject concerning the regular items of Select Vestry business, 1995-2019

Riverstown (Elphin)
Kilmactranny: Register of marriages, 1958-2006 and Confirmation Register, 1923-1944
Ballysumaghan: Register of marriages, 1957-2005

St John's (Dublin)
List of churchwardens, 1732-1864
From St Werburgh's parish church

St Werburgh's (Dublin)
Miscellaneous deeds, photographs, and related papers, as well as Sunday School registers, 1820-1978

Tyholland (Clogher)
Combined registers of baptisms, marriages and burials, 1806-1912; Registers of marriages, 1845-2005; Vestry minute books, 1712-2008; Preachers' books, 1885-1970

Willowfield (Down)
Vestry minute books, 1872-2005; Registers of vestrymen, 1872-1971; Account books, 1922-1953; Preachers' books, 1872-2018; Sunday School register, 1950-1963; Tennis Club minute book, 1949-1969; Parish magazines, 1916-2007; Miscellaneous loose papers, 1926-1997; Pew rent register, 1916; Visitors' book, 1964

(ii) Cathedral Records
Christ Church Cathedral Dublin
Correspondence and related papers of the committee (latterly trustees) of the Choir 500 Foundation to develop the cathedral's music department, 1993-2011
From Christ Church Cathedral, Dublin

St Mary's Cathedral Limerick
Service sheets and orders of service 2024
From the Very Revd Niall Sloane, Dean of Limerick

St Patrick's Cathedral Dublin
Patent for the appointment of William King as Bishop of Derry, issued by King William III and Queen Mary II, 1691; and Preaching rota for the year 1707
From St Patrick's Cathedral, Dublin

Holy Trinity Waterford
Cathedral Organ Fund minute book, 1905 and file containing an eclectic mix of loose items, 1869-1939, as follows: cover letter signed by Robert Cashel to JW Roberts concerning his location for correspondence to be sent, 10 December 1869; a Church Missionary Society Gift Day notice for event in the Protestant Hall, Waterford, 1 June 1912; a notice for the Harvest Thanksgiving Services to be held in the cathedral, October 1939; an undated notice for a 'Communications Box' where visitors and others were invited to place their names and addresses, signed by Dean Robert Miller (dean from 1916-19) and finally part of a letter dated 'July the Orange, 1897' addressed to 'My Dear Mama', from an address 'Belclare' but correspondent unknown
Purchased at auction

(iii) Diocesan Records
None transferred

(iv) Representative Church Body Records
Property and Trust files including office notes on churches, parochial halls and trustee churches, investment funds, loans, and grants, c. 1926-1953; Plans and reports concerning improvements and refurbishments to the RCB Library, 1981-1991 and to the Theological College, 1996-2009; and administrative files on the Gloine Stained Glass Project, 2015-2019.
From the Property Department, Church of Ireland House, Dublin

(v) General Synod Records
Church Unity Committee minute books, 1946-1990 and miscellaneous loose papers concerning issues discussed by the committee, c.1906-1965; undated
From Archdeacon Bob Gray, Blackrock, Co. Dublin

2. MANUSCRIPTS

ALEXANDER, Most Revd Nathaniel (1760-1840), Bishop of Meath, 1823-40
Copy will and codicil, dated 4th and 15th August 1840. Includes details of family marriage settlements and land ownership
From Bishop Paul Colton, Cork

ALSTON, Revd George
Letters of deacons orders for Alston who was ordained deacon on 22 October 1837, in Christ Church Cathedral Dublin, bearing seal and signature of Richard Dublin, the Most Revd Richard Whately
From Julian Walker, Southampton

***Alternative Prayer Book* (1984) draft**
Draft copy bearing some final copy-editing amendments of the text for the Alternative Prayer Book (published for the use of the Church of Ireland by Collins Liturgical Publications, Dublin 1984). The draft was located in Christ Church Cathedral, Dublin, in 2023, indicating that perhaps a senior cleric in 1984 had been asked to made comments and amendments to a final draft before publication, thus demonstrating how final changes were made prior to publication
From Christ Church Cathedral, Dublin

ASSOCIATION OF SCHOOLS UNIONS ANNUAL ECUMENICAL SERVICE FOR SPORT
The Annual Ecumenical Service for Sport dates back to 1949. This file includes the orders of service for the period 1980 as held in St Patrick's Cathedral Dublin, 1980-1999, and then other locations from 2008-2010, with a brief background history
From Canon Roy Byrne, Monkstown (Dublin)

CIMA - CHURCH OF IRELAND YOUNG MENS' CHRISTIAN ASSOCIATION
Minute books, account books and miscellaneous accounts, membership details, annual reports, 1878-1992, catalogues containing details of the lending library and loans, printed materials including a prospectus, 1898, programmes of activities and meetings, as issued to members, 1894, 1915-16, 1949-50 to 1956-57 inclusive
From CIMA, Taney Parish Centre (Dublin)

CRAWFORD, John Rowland William (1953-2011)
Visitors' Book of visitors to Taney Curate's House and St Catherine's Rectory, Dublin, where he served, with an addendum of reflections by his widow, Lynda Crawford, 1979-2004
From Mrs Lynda Crawford, Cavan

CUMANN GAELACH NA HEAGLAISE (Irish Guild of the Church)
Minute book, 1959-1984 and related correspondence including a letter from Douglas Hyde, President of Ireland, dated 9 March 1939 (who had formerly been a member of the Cumann)
From Risteárd Giltrap, Dublin

DICKSON, GERALD W. (1882-1975), SPG Missionary 1910-1939
Skin drum and brass pan gifted to him as a missionary in the Manoharpur region of the diocese of Chota Nagpur, which he brought back to Ireland on his return from SPG service. These accompany earlier donations of his diary, and lantern slides during the period 1910-39
From his son, David Dickson, Killiney, Co. Dublin

DISESTABLISHMENT 150 EXHIBITION (held in Christ Church Cathedral, Dublin, 2020)
File containing printed materials, minutes and routine correspondence relating to the 150th anniversary of disestablishment, specifically plans for how the diocese of Dublin and Glendalough commemorated the anniversary, in association with the RCB Library. File also contains a copy of a lecture on "Christ Church Cathedral before disestablishment" as presented at a chapter meeting in 1990; 2018-2020
From Canon Roy Byrne, Monkstown, Dublin

FERGUSON, Revd Charles James Gibson (died 1921)
Three original certificates as follows: letters of deacons' orders, 1870; letters of priests' orders, 1873 and certificate signed and sealed by the Bishop of London appointing chaplain to the English Congregation at Dusseldorf, under the auspices of the Colonial and Continental Society, 1913
From his great-grand-daughter, Revd Carolyn Herold, Anglican Church of Canada, Calgary

FERRAR, ELIZABETH (1912-2001) & FERRAR, MICHAEL LLOYD (1909-1960)
Family papers relating to the history of the Ferrars in England and Ireland, including deeds and photographs; with some personal papers of Michael Ferrar, Warden of the Divinity Hostel, 1939-1960, assembled after his sudden death in 1960 by his sister, as well as an extensive correspondence between brother and sister during Elizabeth's time as a missionary with the SPG in India from 1939
From Penelope Shaw-Hamilton, Douglas, Co. Cork

GILL, Arthur Charles (died 1986), formerly Archdeacon of Cloyne, 1968-75
Seven notebooks of the Revd Arthur Charles Gill, who was ordained in 1927, and held incumbencies at Schull, Ballydehob and Templebreedy in the diocese of Cork, Cloyne and Ross until retirement in 1975, 1925-1975
From his daughter, Jennifer Gill, Dublin

JOHNSON, Mary Todd, mezzo soprano
Scrapbook documenting the singing career of Mary Johnson containing concert programmes, press-cuttings, orders of service, and original marking sheets at Feis Ceol competitions, where she was a regular winner in the mezzo-soprano category. Collection also includes certificates of her sister, Millicent Johnson, 1931-1958
From Douglas Appleyard, Raheny, Dublin

KINGSTON, the Revd Canon Edwin (1902-1961)
Folder containing miscellaneous materials written or collected by the Revd Canon Edwin Kingston, rector of Cleenish, 1944-1951 and Magharacross, 1951-1957. Kingston's clerical education and work are reflected in this collection, including his various licences and appointments throughout his career, 1932-1961
From his daughter Irene Kingston

LIST of CLERGY 1740
A list of clergy serving in each of the following dioceses: Ferns, Leighlin, Kildare, Ossory and Dublin (for the latter diocese, the clergy in the city parishes and those for 'the county' are distinguished, c. 1740
From Canon Roy Byrne, Monkstown (Dublin)

MORAN, Revd Thomas, curate of Aughaval
Photograph of Moran who was curate of Aughaval, 1846**,** sitting at his desk, undated
From Canon Roy Byrne, Monkstown (Dublin)

MOTHERS' UNION (Diocese of Dublin, Glendalough & Kildare)
Minute books, attendance books, accounts and financial records, photographs, service sheets and a host of printed items, as well as miscellaneous loose papers of historical interest, and other items reflecting the central diocesan administration of the Mothers' Union, which was the very first established, as well as the records of several individual parish branches, arranged alphabetically as follows: Christ Church Cathedral Group, Clontarf, Drumcondra North Strand & St Barnabus, Holmpatrick (Skerries), Raheny, Rathfarnham, Rathmines, St George's, and Santry & Glasnevin, 1892-2023
From Ada Lawson Diocesan President & Jean Denner Diocesan Vice-President, Dublin and Glendalough Mothers' Union, 2024

MAYO CHURCHES
Collection of research files including photographs, plans, building details, burial inscriptions and some original leaflets (arranged alphabetically by church name) recording the history of individual churches throughout county Mayo as researched by Patrick Butler, local historian, together with smaller private churches, halls and other locations used for services; private family burial grounds/ vaults; the Presbyterian Graveyard at Newport and other miscellaneous churches, graveyards and schools (digital copies also included), compiled from c. 2001
From Patrick Butler, Turlough Park, Co. Mayo

RICHEY, Canon Robert (1923-2006), Editor of the Kilmore, Elphin & Ardagh Diocesan Magazine, c. 1949-1998
Fully indexed scrapbook of cuttings from the KEA diocesan magazine as collated by Richey, covering the period 1969-1992
From the Revd David Godfrey

PERDUE, the Very Revd Ernon Cope Todd (1930-2018)
Extensive collection of sermons including some of his father, Revd Ernest Louis Perdue (curate of Ardamine (Ferns), 1925-34) and the Revd Rowland Athey (1898-1956) as well as his own spanning the length of his clerical career from 1954 to 1995 in the dioceses of Dublin, Limerick and Killaloe, and beyond into retirement, 1933-2009
From his daughter, Gillian Perdue, Dublin

THE TEN (formerly the DECEMVIRI)
Minute book, 2007-2024
From the Revd Cecil Hyland, Skerries, Co. Dublin

ULSTER INSTITUTE FOR THE DEAF (formerly Mission Hall for Adult Deaf and Dumb)
Preachers' books, minute book and articles of association, 1932-1998
From the Theological Institute

2. OTHER

Three reels of 16mm cine film (no sound) containing footage of the opening of Murlough House (spiritual retreat centre, with Church of Ireland links) Dundrum Co. Down, 1958, and of the annual pilgrimage to Saul, Co. Down on St Patrick's Day, in both 1958 and 1960
Printers blocks depicting various churches and other landmarks in the former united diocese of Connor, Down & Dromore
From Church House, Talbot Street, Belfast

STANDING COMMITTEE

REPORT OF PROCEEDINGS LAID BEFORE

THE GENERAL SYNOD AT ITS

ONE HUNDRED AND FIFTY-FIFTH ORDINARY SESSION 2025

THE GENERAL SYNOD

OF THE

CHURCH OF IRELAND

HONORARY SECRETARIES OF THE GENERAL SYNOD






Rev Canon Gillian Wharton, The Rectory, Cross Avenue, Booterstown, Blackrock, Co. Dublin

Mr Ken Gibson, 11 Magheralave Court, Lisburn, Co. Antrim, BT28 3BY

Ms Hazel Corrigan, Liscolman House, Tullow, Co Carlow

Rev Canon Malcolm Kingston, St Mark's Rectory, Portadown Road, Armagh, BT61 9EE

ASSISTANT SECRETARY - Mrs Janet Maxwell

SYNOD OFFICER - Dr Nicole Gallagher

SYNOD ADMINISTRATOR – Ms Aisling Sheridan

SYNOD AREA SUPPORT OFFICER – Mr Craig Copley Brown

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1. SUMMARY

Some significant matters dealt with by the Standing Committee in the past year were:

2. NAMES AND ATTENDANCE OF MEMBERS

During the period June 2024–March 2025 (inclusive), 5 meetings were held. The number of meetings attended by each member is placed before his/her name.

EX-OFFICIO MEMBERS

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

	5/5	Rev Canon Gillian Wharton
	5/5	Mr Kenneth Gibson
	5/5	Ms Hazel Corrigan
	5/5	Rev Canon Malcolm Kingston

ELECTED MEMBERS

Armagh	4/5	Rev Gary McMurray
	5/5	Rev Carlton Baxter
	5/5	Ms Caroline Nesbitt
	2/5	Ms Mary Caldwell
Clogher	5/5	Rev Mark Gallagher
	5/5	Ven Paul Thompson
	2/5	Mr Glenn Moore
	2/5	Mr Neville Armstrong
Derry &	1/5	Rev Graham Hare
Raphoe	5/5	Rev Canon Harry Gilmore
	3/5	Mr Robert Ellis
	4/5	Ms Kaye Nesbitt
Down &	5/5	Rev Mark Lennox
Dromore	5/5	Ven Jim Cheshire
	3/5	Mr William Fyffe
	5/5	Mr Andrew Brannigan
Connor	2/5	Rev Peter Jones
	5/5	Rev James Boyd
	0/2	Ms Caitlin Davison (Resigned November 2024)
	3/5	Mr Roy Totten

Kilmore,	4/5	Rev Canon Ruth West
Elphin &	4/5	Ven Ian Horner
Ardagh	4/5	Ms Hannah O'Neill
	5/5	Mr Edward Lindsay
Tuam,	5/5	Very Rev Niall Sloane
Limerick &	2/5	Very Rev Lynda Peilow
Killaloe	4/5	Dr Catherine Smith
	3/5	Mr Edward Hardy
Dublin &	4/5	Rev Sean Hanily
Glendalough	5/5	Rev Rob Jones
	4/5	Dr Julie McKinley
	4/5	Mr Lyndon MacCann SC
Meath &	4/5	Rev Philip McKinley
Kildare	5/5	Ven Leslie Stevenson
	1/5	Dr Harriet Wilkinson
	2/5	Ms Phyllis Roe
Cashel,	3/5	Very Rev Stephen Farrell
Ferns &	1/2	Rev Dr Christine O'Dowd-Smyth (Resigned November 2024)
Ossory	1/2	Ven Mark Hayden (Elected December 2024)
	3/5	Mr Eric Driver
	5/5	Mr Richard Codd
Cork,	5/5	Rev John Ardis
Cloyne &	2/5	Ven Andrew Orr
Ross	2/5	Ms Hilda Connolly
	5/5	Ms Helen Arnopp

CO-OPTED MEMBERS

4/5	Very Rev Kenny Hall	4/5	Rev Canon Aonghus Mayes
4/5	Very Rev Nigel Dunne	5/5	Mr Alan Williamson
5/5	Ven Peter Thompson	3/5	Ms Jane Leighton
3/5	Rev Canon Dr Maurice Elliott		

The Secretary General, and the Assistant Secretary of the General Synod are entitled to attend and speak at meetings of the Standing Committee.

COMMITTEES OF THE STANDING COMMITTEE

FINANCE AND ARRANGEMENTS SUB-COMMITTEE

Mr Richard Codd
The Honorary Secretaries

LEGAL ADVISORY COMMITTEE

His Honour Judge Tom Burgess
His Honour Judge Alastair Devlin
Mr Lyndon MacCann, SC
Mr Oswyn Paulin
Mr William Prentice
Sir Ben Stephens
Mr Andrew Walker
The Honorary Secretaries

PRIORITIES FUND COMMITTEE

Mr Glenn Moore
Rev Peter Ferguson
Ms Hazel Corrigan
Rt Rev George Davison
Ven Andrew Orr
Rev Peter Ferguson
Mr Roy Totten

BUDGET SUB-COMMITTEE

Mr Richard Codd
Ms Helen Arnopp
Ms Hazel Corrigan
Rev Canon Malcolm Kingston

WORLD DEVELOPMENT- BISHOPS' APPEAL ADVISORY COMMITTEE

Rt Rev Dr Ferran Glenfield (Chair)
Ms Iris Suitor (Hon. Secretary)
Rev Canon John Ardis
Rev Claire Henderson
Mrs Claire Holmes
Rev Canon Jonathan Pierce
Ms Gillian Purser
Rev Faith Sithole
Very Rev Niall Sloane

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

Sir Ben Stephens
His Honour Judge Alastair Devlin
Mr Lyndon MacCann SC
His Honour Judge Tom Burgess
Mr Patrick Good KC
Mr Charles Galloway
Ms Jenny Ebbage
Mr Alex Hoffman
Mr Philip Gilliland
District Judge Rosalie Prytherch

3. APPOINTMENTS/NOMINATIONS

During the period covered by this report, the Standing Committee made the following appointments/nominations:

- The following were appointed by the Standing Committee to the Working Group to Review Clergy Tenure: Very Rev Stephen Farrell, Ms Helen Arnopp, Mr Glenn Moore, Ven Barry Forde, Ms Irene Knox, Rev Canon Nicola Halford, Ms Joan Bruton, Rev Ruth Elmes. This is in addition to Rev James Boyd, The Rt Rev George Davison, Rev Canon Malcolm Kingston, Mr Lyndon MacCann SC and Mr Willie Oliver who had been appointed to the Group previously.
- The following were appointed to the Consultative Group on Disability: Rev Natasha Quinn-Thomas, Rev Aaron McAlister, Rev Canon Jono Pierce, Mr Simon Malley, Ms Naomi Swattridge, Ms Hannah Daly and Ms Rachel Kenny.
- The following were appointed to the Literature Committee: Canon Dr Kenneth Milne, Rev Canon Peter McDowell, Rev Richard Rountree, Rev Ken Rue, Rev Bernard Treacy, Mrs Cecilia West, Mr George Woodman, Dr Raymond Refaussé.
- Rev Catherine Simpson was appointed to the Board for Ministry with Children and Families as the Board of Education NI Representative.
- The following were appointed to the Humanitarian Crises Working Group: Ms June Butler, Mr Stephen Trew, Dr Simon Woodworth, Rev Canon Gillian Wharton.
- Ms Rachel Fraser was appointed to the Advisory Council to the Church of Ireland Centre, DCU, following the resignation of Ms Joyce Perdue.
- Rev Rob Jones was appointed to the Commission on Ministry as the Standing Committee representative.
- The following were appointed to the Central Communications Board: The Most Rev Pat Storey, Rev Carlton Baxter, Rev Canon Gillian Wharton, Canon Dr Kenneth Milne, Dr Raymond Refaussé, Mr David Ritchie, Mrs Janet Maxwell, Very Rev Nigel Dunne and Rev Alan Rufli.
- Mr Richard Codd and Rev Canon Ruth West were nominated as the Standing committee representatives on the CITI Governing Council.
- Rev Suzanne Cousins was nominated as the Church of Ireland Representative on the Churches' Forum on Inter-Religious Relations.
- Ms Linda Rainsberry and Mr Garrett Casey JC were appointed to the Disciplinary Panel.
- Rev Billy Burke and Rev Dr Leonard Madden were appointed to the Marriage Council.
- The following were appointed to attend an online meeting on behalf of the Church of Ireland with the Conference of European Churches President and new General Secretary: Very Rev Niall Sloane, Rev Canon Kevin O'Brien, Rev David White.
- Ms Gina Copty was appointed as the church of Ireland representative to attend the Annual General Meeting of Churches Together in Britain and Ireland.
- Mr Roy Totten was appointed to attend the Moravian Church Provincial Synod in Darbyshire.
- Mr Mike Johnston was appointed to attend the Church of England General Synod in York.
- Ven Andrew Orr and Rev Meghan Farr were appointed to attend the 2024 Ireland Yearly Meeting of the Religious Society of Friends in Cork.
- The Ven Paul Thompson and Ms Judith Cairns kindly were nominated to attend the General Assembly of the Presbyterian Church in Ireland in Belfast.
- The following were appointed to attend the Irish Inter-Church Meeting in Dromantine: Rev Kevin Ronné, Very Rev Shane Forster, Ms Gina Copty, Ms Cate Turner, Rev Shona Bell and Rev Dr Ryan Hawk (in addition to Ms June Butler and the Dean of Limerick who attended as the Church of Ireland Representatives on the Irish Council of Churches and the Bishop of Derry and Raphoe who attended as the immediate past president of the ICC).
- Mr Edward Hardy and Dr Harriet Wilkinson were appointed as the Standing Committee representatives on the CIYD Central Board.

- The Rev Aaron McAlister and the Rev Lynne Gibson were nominated to represent the Church of Ireland at the 2025 Religious Society of Friends Yearly Meeting.
- The Archbishop of Dublin, the Bishop of Tuam, Limerick and Killaloe, the Dean of Limerick, Ms Gina Copty, and Dr Bridget Nicholls were nominated as the Church of Ireland delegates to attend the Anglican Four Nations meeting.
- Mr Garrett Casey was appointed as a co-opted member of the church and Society Commission.

4. APPENDED MOTIONS

Motions amending the terminology used in the Bills Procedure and a motion to allow for electronic voting at in-person meetings of the General Synod can be found in Appendix A on page 138.

5. ADVISORY COUNCIL TO THE CHURCH OF IRELAND CENTRE, DCU

The report of the Advisory Council appears as Appendix B on page 140. A report from the Church of Ireland Centre, DCU is also contained in the Board of Education Report.

6. AUDIT OF ACCOUNTS

In June 2024, PricewaterhouseCoopers were appointed as auditors of the accounts of the Representative Church Body for the financial year 2024.

7. CHURCH AND SOCIETY COMMISSION

The report of the Church and Society Commission can be found in Appendix H on page 166.

8. CHURCH OF IRELAND CENSUS

The results of the 2023 Church of Ireland Census were presented to the Standing Committee at the June meeting. At this meeting it was also decided that the census would take place annually. The thanks of the General Synod must be paid to Mr Jonathan Hull for his assistance in facilitating the census in the online format which has worked so well and for his expertise in compiling the resulting data. Figures from the 2023 and 2024 censuses can be found in Appendix E on page 157.

9. CHURCH RESPONSE TO GAZA AND OTHER HUMANITARIAN CRISES

At the General Synod of 2024, a motion was passed requesting the Standing Committee to ‘identify an enhanced mechanism by which we as a church community may publicly speak to such gross humanitarian situations in a timely and Christian manner, especially when sacred scripture and the Word of God is being used … to justify acts of war.’ A Working Group was formed by the Standing Committee and the report of this Group was presented to the Standing Committee at the November 2024 meeting. The group concluded that the only body that can speak on behalf of the Church of Ireland is the General Synod and that, while bishops, archbishops, and various committees (such as CASC) may issue statements to the Church, they do not speak on behalf of the Church (although this nuance is often lost on the media and the general public). The group noted that bishops should be encouraged to have robust and timely responses to crises as they arise, and that theologians should be encouraged to make written responses where it is felt that Scripture is being abused. Finally, the working group acknowledged times where Christian Churches spoke together and noted the power of this, encouraging Christian Churches (the Church of Ireland included) to work together with the Irish Council of Churches and the Irish Inter Church Meeting in issuing statements.

10. CLERGY PENSIONS FUND – SOLVENCY LEVY

In September 2024, Ms Hilary Prentice, Chair of the RB Executive Committee presented a report on proposed changes to the Clergy Pensions Fund Solvency Levy.

Standing Committee approved the following resolution:
That, as recommended by the Representative Body and the Trustee, in accordance with Section 36 of Chapter XIV of the Constitution of the Church of Ireland, the rate of levy to be paid by each diocese towards the cost of securing the solvency of the Clergy Pensions Fund from 1 January 2025 be set at an unchanged percentage level of 3% of the Minimum Approved Stipend in force at 1 January 2025.

11. COMPLAINTS AND DISCIPLINARY PROCEDURE

In January 2025, the Standing Committee considered the 2024 Income and Expenditure report for the Complaints Committee as required under Chapter VIII 23 (e). This report is appended as Appendix J on page 170. The appointment of the Complaint Administrator for the purposes of the relevant part of Chapter VIII was approved for another year.

12. CONSTITUTIONAL REVISION

At the January meeting, the Standing Committee passed a resolution that a bill to make editorial changes to the Constitution of the Church of Ireland be brought to the General Synod next year and that Mr Lyndon MacCann would act as editor.

13. CONSULTATIVE GROUP ON DISABILITY

The Standing Committee agreed to seek new expressions of interest for the Consultative Group on Disability and a new group was appointed. The report of the Consultative Group on Disability can be found as Appendix I on page 169.

14. DIGNITY IN CHURCH LIFE POLICIES

In June, the Standing Committee received a presentation from Ms Judy Peters from the Anti-Bullying and Harassment Policy Review Group, discussing the Review Group's proposed changes to the Anti-Bullying and Harassment Policy. This item was brought back to the September meeting for further discussion and it was agreed that this item go back to the House of Bishops for further consideration before any changes to the policy were formally approved.

In September 2024, in accordance with Statute Ch. I of 2015, the Standing Committee approved the amended Clergy Permanent Health Insurance Policy and Guidelines for inclusion in the Dignity in Church Life Charter.

15. ELECTRONIC VOTING FOR IN-PERSON MEETINGS OF THE GENERAL SYNOD

In September, the Honorary Secretaries, with the assistance of Mr Jonathan Hull, presented the Standing Committee with a proposal for the introduction of a system of electronic voting for use at in-person meetings of the General Synod. This proposed system would entail the scanning of a QR code using a smart phone or tablet and would replace the current teller/voting card system (although the teller/voting card system could still be called upon where required at the discretion of the president). Electronic voting should be quicker and more reliable than the current system and every vote could be quickly verified.

In order for the option of electronic voting at in-person meetings of the General Synod to be available, a change in standing orders is required. This motion can be found in Appendix A on page 138.

16. FINANCING OF SAFEGUARDING

Statute III of 2018 makes provision for the financing of the work of the Safeguarding Board including the work of the Officers and parish vetting. This statute includes a requirement for the Standing Committee to report on a triennial basis on the implementation of this statute, specifying any amendment which may appear to be necessary or expedient. At the March meeting of the Standing Committee, it was reported that this statute had been implemented as required over the past three years.

17. FUTURE OF CURACIES: DEPLOYMENT, PROVISION AND FUNDING

At the November 2024 meeting, the Standing Committee approved the funding and training proposals put forward by the Future of Curacies Working Group. The report of this group can be found as Appendix K on page 171.

18. GENERAL SYNOD 2026

At the June meeting of the Standing Committee, it was agreed that remote sessions were not conducive to the effective carrying out of the business of the General Synod. Therefore, it was agreed that from 2026 onwards the General Synod would revert to the model of taking place over three days in-person.

The Standing Committee also passed by resolution that the General Synod of 2026 will take place in the Slieve Donard Hotel in Newcastle, Co. Down.

19. GENERAL SYNOD/STANDING COMMITTEE FINANCES

At the September 2024 meeting of the Standing Committee, the Budget Sub-Committee presented its report which was accepted by the Standing Committee and forwarded to the Allocations Committee for consideration.

20. GENERAL SYNOD ROYALTIES FUND

While the General Synod Royalties Fund has been closed to further grant applications until it has been restored to a healthier position, in June a resolution was passed requesting that the Allocations Committee directed the sum of €4,500 to support the publication of the Journal *SEARCH*.

21. IN-PERSON STANDING COMMITTEE MEETINGS

With the return of in-person meetings after the Covid-19 Pandemic, the Standing Committee began meeting in the larger venue of the former Chapel of the Church of Ireland College of Education. However, with the elimination of social distancing restrictions, the Standing Committee voted to return to the venue of Boardroom 1 of Church House for its meetings.

22. JOURNAL OF THE GENERAL SYNOD –EDITOR

Dr Kenneth Milne stepped down as the editor of the Journal of the General Synod and was replaced by the deputy editor, the Very Rev Gregory Dunstan. The General Synod is indebted to Dr Milne for his almost thirty years of service as editor.

23. MINIMUM APPROVED STIPENDS

Under section 51 (1) of the Constitution of the Church of Ireland as revised by Chapter VI of 2011, the Standing Committee is required to consider recommendations from the Representative Church Body as to the rates of Minimum Approved Stipends to take effect from 1 January 2025.

At its meeting of 17th September 2024, the Standing Committee heard a submission by Mr Michael Johnston, Chairman of the Stipends Committee, which detailed the RCB's recommendations.

The Standing Committee approved the recommendations of the Representative Church Body and approved the following resolution:

> That, as recommended by the Representative Body in accordance with Section 51 (1) of Chapter IV of the Constitution of the Church of Ireland, the rates of Minimum Approved Stipends shall be as follows with effect from 1 January 2025:
> (a) no stipend shall be less than £37,310 per annum in Northern Ireland or €45,640 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.
> (b) the stipend for a Curate-Assistant shall be in accordance with the following scale:

First Year	75.0% of minimum stipend for incumbent	
Second Year	77.5%	"
Third Year	80.0%	"
Fourth Year	82.5%	"
Fifth and succeeding Years	85.0%	"

24. PENSIONABLE STIPENDS

Under Section 2 of Chapter XIV of the Constitution of the Church of Ireland as revised by Chapter V of 2011, the Standing Committee is required to consider a recommendation from the Representative Church Body and the Church of Ireland Clergy Pensions Trustee Limited as to the rates of Pensionable Stipend to take effect from 1 January 2025.

At its meeting of 17th September 2023, the Standing Committee heard a presentation by Ms Hilary Prentice, Chair of the Executive Committee of the Representative Church Body, which detailed the financial background to the recommendations of the RCB and the Church of Ireland Clergy Pensions Trustee Limited.

The Standing Committee approved the recommendations of the Representative Church Body by adopting the following resolution:

That, as recommended by the Executive Committee and the Trustee, in accordance with Section 1 of Chapter XIV of the Constitution of the Church of Ireland, Pensionable Stipend shall be as follows with effect from 1 January 2025:

(a) Pensionable Stipend shall be £33,390 per annum in Northern Ireland and €42,247 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.

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

First Year	75.0% of Pensionable Stipend for incumbent
Second Year	77.5% "
Third Year	80.0% "
Fourth Year	82.5% "
Fifth and succeeding Years	85.0% "'

25. PIONEER MINISTRY GOVERNING COUNCIL

In January, the Pioneer Ministry Governing Council presented an interim report on Pioneer Ministry to the Standing Committee, as is required in the PMGC Terms of Reference.

26. PRIORITIES FUND

The accounts of the Priorities Fund and the grants, approved by Standing Committee in March 2025, are contained as Appendix M on page 174.

27. CHURCH OF IRELAND SAFEGUARDING BOARD

That Standing Committee previously requested that the Safeguarding Board give due consideration to the issue of gender identity in the revised Child Safeguarding Policy. The Safeguarding Board compiled a response which was provided to the June meeting of the Standing Committee However, the Standing Committee felt this response to be inadequate. Therefore, the Safeguarding Board prepared a new response which was presented to the Standing Committee in September and deemed sufficient. At this meeting, the Standing Committee was also provided with a copy of the Safeguarding Strategy for 2024-2026. A presentation was then given to the Standing Committee on this Strategy at the November meeting by Dr Niall Moore, Safeguarding Officer.

The full report of the Safeguarding Board appears as Appendix O on page 186.

28. STANDING COMMITTEE INCOME AND EXPENDITURE AND GENERAL PURPOSES FUND ACCOUNTS 2024

The accounts are contained as Appendix P on page 190.

29. THIRD LEVEL CHAPLAINCIES

The final report of the Third Level Chaplaincies Review Group can be found in Appendix N on page 184.

30. WORKING GROUP CONCERNING A CO-ORDINATED RESPONSE BY THE CHURCH TO HISTORIC INSTITUTIONAL ABUSE

The report of the Working Group can be found in Appendix Q on page 195.

31. WORKING GROUP TO REVIEW CLERGY TENURE

Since the General Synod of 2024, the Select Committee to Review Clergy Tenure has ceased to exist as a Select Committee of the General Synod and is now a Working Group of the Standing Committee. The full report of this Working Group can be found as Appendix R on page 199.

APPENDIX A

MOTIONS TO BE BROUGHT TO GENERAL SYNOD

BILLS PROCESS (CONSISTENCY)

Proposer: The Honorary Secretaries

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

- In S.O. 3 the words ‘first and second readings’ shall be replaced with ‘introduction and principle stages’.

ELECTRONIC VOTING AT IN-PERSON MEETINGS OF THE GENERAL SYNOD

Proposer: The Honorary Secretaries

- That Standing Order 44 be substituted for the following:

44. This Standing Order and Standing Order 45 shall apply to physical meetings of Synod.

(a) When any question is to be put to the Synod, the President shall rise and announce that “The question is that ...”, thereupon reading or stating the question, and shall require that as many as are of that opinion shall say “Aye” and as many as are of the contrary opinion shall say “No”. The President shall judge from the answers to such requests and state the result, as an opinion, of putting the question.

(b) After the President shall have stated the result, as an opinion, of the putting of any question, any member may call for a vote upon that question. If a vote is not called for, the President shall forthwith declare the result to be that which had previously been expressed as an opinion.

(c) When a vote is called for, it shall be taken by show of hands or by electronic means, unless 20 members request a division; and the President, before calling for a vote, shall afford sufficient opportunity for requests to be made for a vote by orders.

(d) A vote by orders shall be taken if ten members of either order or the provisions of Ch. 1 sec. 25 of the Constitution so require, and such vote shall be by show of hands or by electronic means unless a division is requested by the requisite number of members.

(e) When a division is to be taken, an interval of five minutes shall be allowed after which the doors shall be closed and the question put a second time. The president shall appoint two tellers for each side and order the house to divide; whereupon every member of the House of representatives present, and wishing to vote, shall record an opinion by passing into the lobby with the “Ayes” or with the “Noes”. At the

conclusion of the voting the tellers, having added their own votes, shall report the result to the President, who shall communicate it to the Synod.

(f) No question shall be deemed to be carried in the House of Representatives unless, in the case of both orders voting together, there is a majority in favour of the same of the representatives voting thereon, or in the case of the votes being taken by orders there is a majority in favour of the same of the representatives of each order voting thereon. (But see S.O. 29(c) in the case of Special Bills.)

APPENDIX B

THE CHURCH OF IRELAND CENTRE, DCU INSTITUTE OF EDUCATION

ADVISORY COUNCIL

REPORT TO THE GENERAL SYNOD 2025

MEMBERS

Members are shown with attendance figures for the two meetings held during 2024.

1	Most Rev John McDowell, Archbishop of Armagh	School patron (Chair)
2	Most Rev Dr Michael Jackson, Archbishop of Dublin	School patron
2	Rev Canon Gillian Wharton	Honorary Secretary and member of the General Synod Board of Education (RI)
2	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)
0	Ms Rachel Fraser*	National school principal
2	Ms Carolyn Good	National school principal from a small rural school
2	Ms Sarah Taylor	Member of the RCB with financial or auditing expertise
2	Rev Canon Prof Leslie Francis	External academic expert
2	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 September 2024 in place of Ms Joyce Perdue (retired June 2024)

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 Council met in April and August 2023 by videoconference. A third meeting scheduled for September had to be cancelled and business requiring urgent approval was transacted by correspondence.

Prof Anne Looney, Executive Dean, Institute of Education was invited to attend part of the April meeting and gave an update on the Centre in the context of the Institute of Education and DCU. Prof Looney reported that the Institute continued to experience strong applicant numbers as well as receiving frequent requests for international delegations. A large proportion of nominees for the 2024 DCU President's Award for Engagement were from the Institute, reflecting a focus on engagement within the Institute, which was coupled with a strong research agenda. Among its current activities, the Institute was working on putting resources in place to provide information to the public on the roll-out of the new primary school curriculum.

The Church of Ireland Centre was commended for its community links and networks, for providing resources and advocating for small schools.

Rev Canon Prof Anne Lodge as Director of the Centre gave a presentation to the Council on the structures, staff and students, programmes, activities and ethos of the Centre. Prof Lodge also spoke to the Council about the teaching of Patrons' Programmes.

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 202.

At its August meeting the Council received annual budget figures from the Director.

A request for an allocation of €74,757 from the Church of Ireland College of Education Fund Trust in support of the work of the Centre in respect of the academic year 2024/2025 was considered by the Council in September, 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 (2023/2024: €74,800). 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.

As reported to the General Synod in 2024, the Standing Committee in March 2024 filled vacancies arising in the membership of the Council by appointing Very Rev Niall Sloane to the role of a member of Board of Management of a Church of Ireland national school and of the General Synod Board of Education (RI), and Ms Sarah Taylor to the role of a member of the RCB with financial or auditing expertise.

In June 2024 a vacancy arose in the membership of the Council for a national school principal, following the retirement of Ms Joyce Perdue. The Standing Committee in September 2024 appointed Ms Rachel Fraser to this role. The Council is grateful to Ms Perdue for her service.

APPENDIX C

BISHOPS' APPEAL REPORT 2025

Membership

Bishops' Appeal Committee
Rt Rev Ferran Glenfield (Chair) (4/4 meetings)
Mrs Iris Suitor (Hon Sec) (3/4 meetings)
Canon John Ardis (4/4 meetings)
Rev Claire Henderson (1/4 meeting)
Mrs Claire Holmes (4/4 meetings)
Canon Jono Pierce (4/4 meetings)
Mrs Gillian Purser (1/4 meeting)
Rev Faith Sithole (joined March 2024) (4/4 meetings)
Very Rev Niall Sloane (4/4 meetings)

Education Advisor
Mrs Hilary McClay

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 in 2024 was our focus on the significance of making the Fairtrade choice, in what was the 30th anniversary of the Fairtrade Foundation, providing grants to 24 projects around the world providing support for health, education, rural development and disaster relief, in addition to our continued response to the Middle East humanitarian crisis, which became the focus of our 2024 Advent and Christmas Appeal.
In total Bishops' Appeal distributed grants with a total value of €430,137 in 2024.

Emergency Appeals

Bishops' Appeal would like to extend our heartfelt gratitude to all those who donated so generously to our General Funds and also to support the Advent and Christmas Appeal 2024 for those impacted by the situation in the Middle East.

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

- Projects in Democratic Republic of Congo and Malawi in partnerships with Christian Aid providing humanitarian assistance for displaced people;

- Tearfund Ireland working with M'Lup Russey in Cambodia to improve care for orphans and vulnerable children;
- 'I AM A GIRL' supporting two schools in eastern Uganda with vital health and hygiene interventions to boost the numbers of girls staying in school and completing their completion;
- Supporting people in a very rural area of Madagascar who had previously largely been charcoal producers to pursue a more environmentally friendly silk production sustainable businesses through a grant to Feed the Minds;
- Supporting a school in Afghanistan by helping to build a security fence;
- Supporting survivors of domestic abuse and violence in South America through the work of International Justice Mission;
- Mother-to-Mother project in Baringo Kenya with Self Help Africa;
- Mothers' Union literacy project in Burundi;
- A project 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;
- Providing funding under the Harman Scholarship for CMS Ireland to bring over someone from Egypt to spend time visiting the Church of Ireland in 2025.

Advent and Christmas Appeal 2024

In response to the ongoing crisis in the Middle East, Bishops' Appeal launched an appeal which ran through Advent and Christmas 2024 to raise funds to support humanitarian work carried out by with Tearfund partners in Lebanon and across the Middle East, as well as raising funds for the work of the Diocese of Jerusalem which operates the Al-Ahli Hospital for humanitarian aid to those injured in the conflict to help with the cost of replacing equipment and supplies that have been destroyed in the conflict.

New Diocesan Link Project

The Diocese of Cork, Cloyne and Ross has embarked on a new partnership with Christian Aid Ireland, and Bishops' Appeal, focusing on 'Liloma – A partnership in hope with Sierra Leone'.

This partnership with Christian Aid Ireland was established in response to the needs of families in the Pujehun District who were displaced from their homes to make way for the development of a large palm oil plantation (Palm oil is a valuable commodity, with around half of all supermarket products containing some trace of it). Prior to their displacement these families depended on their land and ability to farm as a key means for their economic and nutritional survival. Landless and without their homes and livelihoods, families have become impoverished and forced to seek refuge in neighbouring host communities. This partnership has been developed to bring hope and opportunity to both displaced families and their host communities through activities such as agricultural livelihoods training, the supply of farm tools, establishment of village savings and loans associations and mentoring for female leaders in the community. Bishops' Appeal is delighted to see this partnership taking place and looks forward to hearing many stories on hope and transformation because of this initiative.

FAIRTRADE Campaign

2024 saw the 30th Anniversary of Fairtrade and this focus was an important part of Bishops' Appeal's focus for the year – with a motion at General Synod to remind and reinforce our determination to make the Fairtrade choice as often as we can. Members of General Synod were provided with opportunities to taste different Fairtrade products, and the winner of the annual Caption Competition received a special hamper of fairtrade goodies easily available in our supermarkets. Social media stories through the year, and reminders provided at several Diocesan Synods helped to raise awareness of just how easy it is to make a difference simply by the choices we make when we shop.

CMSI Lent Project

Bishops' Appeal was glad to continue to partner with CMSI's Lent Project, providing resources for schools, youth groups and Sunday schools to use during Lent.

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.

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 2024

INCOME & EXPENDITURE ACCOUNT	Year ended 31 December 2024 €	2023 €
INCOME		
Contributions	347,368	678,856
Deposit Interest	13,617	10,350
Sterling translation loss/gain	4,952	1,139
Tax refunds	13,359	15,783
	379,296	706,128
EXPENSES		
Administration Expenses & Salaries	42,497	20,340
	42,497	20,340
OPERATING SURPLUS FOR YEAR	336,799	685,788
Grants Paid	430,137	527,814
(Deficit)/Surplus for the year	(93,338)	157,974

BISHOPS' APPEAL ACCOUNT 2024

BALANCE SHEET Year ended 31 December

	2024	2023
	€	€
CURRENT ASSETS		
Cash at Bank	533,062	587,704
Cash held by the RCB	24,586	42,008
Debtors	5,988	27,262
	563,636	656,974
Total Net Assets	563,686	656,974
FUNDS EMPLOYED		
Balance at 1 January	656,974	499,000
(Deficit)/Surplus for the year	(93,338)	157,974
Balance at 31 December	563,636	656,974

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

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

BISHOPS' APPEAL CONTRIBUTIONS

	2024		2023	
	Stg£	€	Stg£	€
ARMAGH	16,465	2,544	36,488	5,152
CLOGHER	9,630	250	26,604	3,205
CONNOR	15,083	-	40,844	-
DERRY & RAPHOE	16,844	4,381	34,255	10,478
DOWN & DROMORE	25,950	100	76,927	-
KILMORE, ELPHIN & ARDAGH	-	4,656	321	13,155
CASHEL, FERNS & OSSORY	-	34,916	-	47,899
CORK, CLOYNE & ROSS	-	19,414	-	30,773
DUBLIN & GLENDALOUGH	-	60,116	-	84,965
TUAM, LIMERICK & KILLALOE	-	22,504	-	77,387
LIMERICK, KILLALOE & ARDFERT		-		-
TUAM, KILLALA & ACHONRY		-		-
MEATH & KILDARE	-	13,129	-	21,933
OTHER	20,635	58,945	55,957	70,843
TOTALS	104,607	220,955	271,396	365,790
TOTALS IN EURO		347,368		678,856

BISHOPS' APPEAL GRANTS PAID

TYPE OF DEVELOPMENT	2024	2023
	€	€
Disaster Relief	173,828	353,243
Health & Medical	77,889	37,028
Education/Communications	74,059	97,543
Rural Development	104,361	40,000
Totals	430,137	527,814
DEVELOPMENT AGENCY		
Christian Aid	106,147	325,980
Tearfund	70,000	53,920
Fields of Life	32,248	31,438
Gorta	19,388	29,667
CMSI	43,827	15,850
Feed the Minds	20,640	11,535
Motivation	12,085	11,535
Habitat for humanity Northern Ireland	18,127	11,655
International Justice Mission UK	12,085	11,535
Others	95,590	24,699
Totals	430,137	527,814

BISHOPS' APPEAL GRANTS PAID

GEOGRAPHICAL LOCATION

AFRICA - € 146,408; Stg£ 82,647;

Project	Location	Agency
Cashew project	Burkino Faso	Self Help Africa
Mpox response to outbreak in Burundi	Burundi	Christian Aid
Humanitarian assistance for displaced people	DRC	Christian Aid
Harman Scholarship application	Egypt	CMSI
Ethiopia Aid	Ethiopia	Ethiopia Aid
Tearfund Ireland	Ethiopia	Tearfund Ireland
Sustainable and independent Self-help groups	Ethiopia	Tearfund Ireland
Self Help Africa	Kenya	Self Help Africa
Water Drops Community Water Storage	Kenya	Waterdrops
Kenya Flood Relief	Kenya	CMSI
Scaling energy access	Malawi	Self Help Africa
Kuwala Ultra Poor Graduation Project	Malawi	Christian Aid
Peru Domestic and Sexual Abuse Education project	Peru	International Justice Mission
Rehabilitation of Berkad to improve water security	Somaliland	Tearfund Ireland
Diocese of Yei Vocational training college perimeter fence	South Sudan	CMSI
Thrive South Sudan	South Sudan	Fields of Life
Ibba Skills Training project	South Sudan	CMSI
Charlene's Project - Secondary School project	Uganda	Charlene's Project
St Leo's School	Uganda	St Leo's School
Tunaswasi "We are thriving"	Uganda	Motivation Charitable Trust
WASH clean water project	Uganda	Fields of Life
Oasis Project - Kikatsu	Uganda	Christian Engineers in Development
I am Girl	Uganda	Fields of Life
ASIA - € 64,000; Stg £ 28,694;		
Health, Dignity & Livelihoods Project	Bangladesh	The Leprosy Mission
Keeping Children in Families	Cambodia	Tearfund Ireland
Tuition for Slum Children	India	Agape
Waynard Disaster Relief Project	India	School of Evangelism and Mission

Harman Scholarship application	Nepal	CMSI
Eyes on Health	Nepal	CMSI
AWARE Pakistan	Pakistan	AWARE
ICAN - Drug Rehabilitation Project	Pakistan	ICAN
MIDDLE EAST - €50,000 Stg £8,410;		
Afghanistan - school security wall	Afghanistan	SAFE
Lebanon aid for displaced people	Lebanon	Habitat for Humanity
Displaced Communities, Southern Lebanon	Lebanon	Habitat for Humanity
Middle East Appeal	Gaza	TEARFUND IRELAND
SOUTH AMERICA - Stg£ 10,000;		
Christian Aid	Honduras	Christian Aid
Domestic Abuse Education	Peru	International Justice Mission UK
EUROPE - Stg £10,700;		
Development Education	Ireland	CMSI
Ukraine Appeal	Ukraine	Habitat For Humanity – Ukraine Appeal

pwc

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

Report on the audit of the financial statements

Opinion

In our opinion, Church of Ireland Bishops' Appeal's financial statements:

- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland").

We have audited the financial statements, included within the Financial Statements, which comprise:

- the balance sheet as at 31 December 2024;
- the statement of financial activities for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

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 entity 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.

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.

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 entity'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 entity'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.

Reporting on other information

The other information comprises all of the information in the Financial Statements other than the financial statements and our auditors' report thereon. The Advisory Committee are 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 or, 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.

Responsibilities for the financial statements and the audit

Responsibilities of the Advisory Committee for the financial statements

As explained more fully in the Statement of Advisory Committee responsibilities 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 give a true and fair view. The Advisory Committee are 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 are responsible for assessing the entity'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 entity 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: http://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 entity, save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers

PricewaterhouseCoopers
Chartered Accountants
Place
Date 11 March 2025

Appendix D

Church of Ireland Board for Ministry with Children and Families
General Synod Report 2025

www.cfm.ireland.anglican.org

Membership

Rt Rev George Davison, Bishop of Connor (Chair)

Children's Ministry Network representatives:
Rev Rebecca Guildea (RI)
Ms Lynn Storey (RI)
Mr David Brown (NI)
Dr Millie Bellew (NI)

Sunday School Society for Ireland representative:
Very Rev Niall Sloane

Board of Education representatives:
Rev Catherine Simpson (NI)
Ms Carolyn Good (RI)

Standing Committee representative:
Rev Canon John Ardis

Liturgical Advisory Committee representative:
Rev Julie Bell

Staff:
Dr Peter Hamill (Secretary)
Ms Rachael Murphy (Development Officer)

Vision Statement

The Board for Ministry with Children and Families (CFM) seeks 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. Its vision is that every Church of Ireland parish, no matter how big or small, is equipped to provide vibrant and engaging ministry with children and families.

Funding

The Board was delighted that their application for continuous funding from the Representative Body was approved in the autumn of 2024. Ms Rachael Murphy has now been made a permanent member of staff and continues to develop an ever-increasing portfolio of resources and training opportunities for leaders, clergy, and volunteers.

Communications

Over the past three years, the Board has expanded its communication efforts significantly. We now have a robust social media presence, with over 2,000 followers on Facebook and regular viewership of 9,000 to 10,000 people. Additionally, our vibrant website is filled with resources, including ready-to-use lesson plans, crafts, and trails and games. The website consistently attracts approximately 4,000 views each year.

Every quarter, we publish a seasonal newsletter that reaches, on average, 700 people. This newsletter provides updates on training opportunities and offers a variety of resources and ideas for the upcoming

season. It is distributed via email to our database, through Diocesan CFM WhatsApp groups, and on our social media pages.

We have a database of 350 contacts, and we want to invite as many individuals as possible who work with Children and Families in each diocese to connect with us. Those on our database receive regular newsletters, training opportunities, and resources directly. You can sign up by clicking the "Sign up for our Newsletter" button on our website's homepage: www.cfm.ireland.anglican.org. Please share this information with anyone in your parish who is interested in welcoming Children and Families.

Resources
Resources are produced throughout each year and this past year have included: Baptismal Gift Book & Posters; Family Lent programmes; Easter Bible Reading plans; Farming Faith Curriculum for rural parishes; Children's Ministry Health Check for parishes & much more. The Baptismal resources have proven extremely popular, and we are having to reprint over 800 due to demand.

Training
The Board has offered a variety of training opportunities across the island of Ireland and online over the past year. We have trained more than 500 individuals through our workshops, which have included topics such as Welcoming Families, Halloween, Volunteer Recruitment and Retention, Raising Confident Kids, Engaging with Your Local School, and Supporting Families in Poverty.

Additionally, we organised the Building Blocks conference, which took place simultaneously in three locations: Cork, Armagh, and Dublin. This conference focused on toddler groups and summer holiday ideas.

Unfortunately, our National Conference, Neartú, originally scheduled for November 2024, had to be postponed due to the bereavement of an immediate family member of our keynote speaker. We have now rescheduled Neartú, and it will take place on May 24th at the Mount St. Anne's Conference Centre. Tickets are priced at just €25, which includes lunch, and they can be purchased through the Eventbrite link on our website: https://cfm.ireland.anglican.org/events/.

We are involved in the development of a comprehensive course for the Children's Ministry Network, aimed at providing training for all CFM leaders and volunteers. Our goal is to roll out this training in every diocese by 2025.
The course consists of ten modules, which serve as a thorough introduction to mission and ministry with children. Designed by the Children's Ministry Network and produced in partnership with Cliff College and TheologyX, the Children's Ministry Essentials program can be taken as a complete course or as standalone modules.

Our website also features a page dedicated to online training that viewers can access at their convenience. This resource will expand over the coming year to include interactive training sessions that can be conducted in parishes. The first two topics to be included are: Supporting Children's Mental Health and Well-Being, and How to Run a Toddler Group.

Children's Ministry Network (Britain and Ireland)
The Church of Ireland is actively involved in the Children's Ministry Network (CMN), which is part of Churches Together in Britain and Ireland. Dr Peter Hamill currently serves as the Moderator for this group, while Ms Rachael Murphy is an Executive Group member responsible for supporting the logistics of the two annual conferences.

In 2024, we welcomed all CMN members to Northern Ireland for a 48-hour conference held at the Corrymeela Centre. Additionally, we participated in a 24-hour conference focused on Spiritual Abuse and Safeguarding at the High Leigh Centre.

As a group, in addition to the Ministry Essentials program mentioned above, CMN has also produced a variety of resources designed to help churches welcome their local primary schools.

Appendix 1

Children and Families Ministry Network Members

Development Officer (Chair)	Ms Rachael Murphy
Armagh	Mr David Brown
Clogher	Rev Rebecca Guildea
Derry & Raphoe	Mrs Kirsty McCartney
Down & Dromore	Dr Millie Bellew
Connor	Ms Victoria Jackson
Kilmore, Elphin and Ardagh	Mrs Amy Shorten
Dublin & Glendalough	Rev Cathy Hallissey and Ms Lynn Storey
Meath & Kildare	Rev Yvonne Hutchinson
Cashel, Ferns and Ossory	Ms Carolyn Good
Cork, Cloyne & Ross	Rev Abigail Sines
Tuam, Limerick & Killaloe	Rev Canon Jane Galbraith and Rev Vicki Lynch

Members can be contacted through their respective diocesan offices.

Church of Ireland Census 2024 (and comparison with 2023 & 2013)

	2024	2023
Total number of Parish Groups:	449	449
Number of census responses:	446	443
Percentage response rate:	99.33%	98.66%
Number of churches/worship centres:	1068	1043

Diocese		Attendance 11th Feb 24	Attendance 9th June 24	Attendance 15th Sept 24	Attendance 24th Nov 24	Baptisms 2024	Weddings 2024	Funerals 2024	Confirmed 2024
Armagh		4,525	4,865	4,686	5,244	203	76	410	180
Cashel, Ferns & Ossory		2,349	2,261	2,688	2,426	100	29	120	134
Clogher		3,003	2,983	2,946	3,038	139	46	213	173
Connor		6,390	6,768	6,465	7,845	240	78	705	115
Cork, Cloyne & Ross		1,661	1,597	2,025	1,510	67	22	103	107
Derry & Raphoe		4,451	4,917	4,905	4,408	264	84	421	232
Down & Dromore		9,668	9,625	10,042	10,153	235	101	838	143
Dublin & Glendalough		5,002	5,192	5,824	5,544	329	53	287	396
Kilmore, Elphin & Ardagh		1,955	2,011	2,009	1,993	101	39	138	89
Meath & Kildare		1,091	1,243	1,179	1,189	59	17	65	77
Tuam, Limerick & Killaloe		1,554	1,649	1,562	1,483	44	18	89	76
Totals		**41,649**	**43,111**	**44,331**	**44,833**	**1,781**	**563**	**3,389**	**1,722**

Diocese	Attendance from 2013 Census	Attendance 5th Feb 23	Attendance 11th June 23	Attendance 17th Sept 23	Attendance 26th Nov 23	Baptisms 2023	Weddings 2023	Funerals 2023	Confirmed 2023
Armagh	7,102	4,606	4,933	4,950	5,314	230	81	404	173
Cashel, Ferns & Ossory	2,540	2,380	2,481	2,270	2,293	121	51	139	197
Clogher	3,951	2,855	3,205	3,136	2,842	153	52	235	145
Connor	10,900	6,464	6,452	6,464	7,787	295	92	662	161
Cork, Cloyne & Ross	2,195	1,554	1,565	1,524	1,609	83	22	101	82
Derry & Raphoe	6,066	4,122	4,516	4,554	4,565	325	100	441	297
Down & Dromore	12,800	9,122	9,592	9,308	10,076	239	108	857	150
Dublin & Glendalough	7,252	4,844	4,773	5,619	5,489	327	51	278	473
Kilmore, Elphin & Ardagh	2,343	1,857	1,961	2,136	2,016	83	55	160	69
Meath & Kildare	1,463	948	1,015	1,098	1,163	49	31	53	74
Tuam, Limerick & Killaloe	1,818	1,365	1,716	1,511	1,403	49	26	84	50
Totals	**58,430**	**40,117**	**42,209**	**42,570**	**44,557**	**1,954**	**669**	**3,414**	**1,871**

APPENDIX F

CENTRAL COMMUNICATIONS BOARD

MEMBERSHIP

Most Rev Pat Storey (*Chair*)	House of Bishops	2/4
Rev Canon Gillian Wharton	Honorary Secretary, General Synod	3/4
Rev Ruth Elmes (to May 2024)	Standing Committee	0/4
Rev Carlton Baxter (from September 2024)	Standing Committee	2/4
Canon Dr Kenneth Milne	Chair, Literature Committee	3/4
Dr Raymond Refaussé	Honorary Secretary, Literature Committee	4/4
Ven Dr Stephen McBride	Representative Body	0/4
Very Rev Nigel Dunne	Representative Body	3/4
Rev Alan Rufli	Liturgical Advisory Committee	3/4
Rev Anna Williams (to May 2024)	Standing Committee*	1/4
Mr Roger Childs (to May 2024)	Standing Committee*	1/4
Mr David Ritchie	Chief Officer, RCB	2/4
Mrs Janet Maxwell	Head of Synod Services & Communications	4/4
In attendance		
Mr Peter Cheney	Press Officer	4/4
Mrs Lynn Glanville	D&G Communications Officer	4/4
Mr Stuart Wilson	Website & Information Administrator	1/4

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

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 and forward these for approval to the Standing Committee;
- Identify training needs among church communications staff and volunteers, providing training where possible;
- Report annually to the General Synod.

SUMMARY – MAJOR OUTCOMES FOR 2024/25

- The Allocations Committee of the RB continued to relieve financial strain on the Royalties Fund, which has become depleted in recent years, allowing income in the fund to reaccumulate.
- Reprint of *The Book of Common Prayer* by Hymns Ancient & Modern;
- The Church of Ireland website moved to a new domain and a redesign of the main website was proposed along with a review of the overall structure of related websites.

GENERAL SYNOD ROYALTIES FUND & PUBLICATIONS

At the year end, the balances in the GS Royalties Fund stood at €142,123 and £8,141 at representing improvements of 29.9% and 92.6% respectively on the previous year-end position.

During the year, the Allocations Committee assisted with purchase of 500 copies of the reprint of *The Book of Common Prayer* to maintain stock of this publication and also supported printing of two additional volumes of the Braemor Series – *Exploration and Meaning: Considering Faith Formation in Children Aged Six to Eleven* (No.16) by the Rev Andrew Neill, and *The Collision of Worlds. Counter-Formation*

Through Interactivity With Scripture in Deuteronomy and the Daily Office (No.17) by the Rev Cameron Mack – and with grants to support the publication of *SEARCH* and the publication of *The Church of Ireland Gazette.*

The Allocations Committee requested that the Head of Synod Services lead a review of both publications to see what other practical encouragements could be offered in an effort to restore both publications to a point where a sustainable future can be contemplated. *SEARCH* offers readers a valuable series of researched articles in each of the three annual volumes, generally addressing a particular theme within the life of the Church of Ireland in each edition.

The Church of Ireland Gazette combines information and newsworthy material from around the Church with a series of feature articles penned by leading clergy and laity focusing on key aspects of Church life to open new perspectives in thinking about the most pressing challenges facing parishes and dioceses today. Both publications are commended to members of the General Synod for their consideration.

PRESS OFFICE

The Press Office this year welcomed Mr Stuart Wilson into the new role of Website and Information Administrator alongside Mr Peter Cheney as Press Officer. Both members of staff work closely with the Diocesan Communications Officers and Anglewise Communications which provides video production support, primarily through the *Inspiring angles* series on websites and social media.

Inspiring angles covered Bishop Paul Colton's 25th anniversary as Bishop of Cork, Cloyne and Ross, the history and musical outreach of Christ Church Cathedral, Dublin, and the Christmas stamp featuring St Patrick's Cathedral, Armagh.

Key activities with an external focus included publicity for the 120th anniversary of Belfast Cathedral and the 80th anniversary of D-Day, responses to public disorder in Belfast, and statements of reassurance to members of the Church (and the wider community) from migrant and ethnic minority backgrounds. The RTÉ Christmas Day broadcast with the Archbishops of Armagh was recorded at Armagh Observatory & Planetarium on the theme of the Christmas star, celebrating the rich heritage of astronomy in an institution established by Archbishop Richard Robinson in 1790.

The Press Office provided publicity for a range of central church initiatives including Church and Society Commission resources on homelessness and end-of-life issues, Bishops' Appeal and its support for partners in the Middle East, Pioneer Ministry, the *Mission Matters* podcast series produced by Stephen Fletcher, and the *Take a Minute* prayer initiative from the Liturgical Advisory Committee.

TRAINING

The annual training event for Diocesan Communications Officers, hosted in the Church of Ireland Theological Institute, included training in the Canva graphic design package and an introduction to a new week-by-week approach to communications planning, which is being rolled out to all dioceses and central church organisations. Regular media training for church spokespersons and ordinands continued in Belfast and Dublin.

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

During 2024, the Church of Ireland website was moved to a new domain – www.churchofireland.org – to provide a more stable platform for Church members using the site.

The Church of Ireland website has not changed greatly in structure over the last decade, but it has grown immensely in size, and has spawned a number of 'daughter sites', rather like a medieval monastic

foundation. While it has served the Church well, the Central Communications Board felt that the time had come for some reformation and fresh thinking so that the site continues to support the Church for the next decade.

This will be a significant project, requiring a lot of planning and consultation with stakeholders to reach consensus on the way forward.

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

As mentioned, the RB has created a new role – Website and Information Administrator – and this role will relate to both the Press Office and to the IT Department. Its purpose is to assist in uploading material and taking down out-of-date material and to assist with the redevelopment of the website.

Among the ideas for website redevelopment being considered by the Central Communications Board are:

1. Update the 'look' of the website;
2. Review the structure of the main website (and subsequently the related sites);
3. Consider the overall funding of Church of Ireland websites;
4. Diocesan and parish sites hosting – consider if there is still a need in terms of central support;
5. Consider the value of parish information on main site and the Find a Church function;
6. Review the use of the anglican.org websites and email structures and support;
7. Develop new uses of the website – e.g. various payments and a portal for customer services.

BROADCASTING – RTÉ

Despite the widely reported turbulence surrounding RTÉ in 2023 and 2024, the last 12 months have seen a rich and varied array of religious content reaching the airwaves on TV and radio, across a range of genres, much of it made possible through third party funding or co-commissioning with other broadcasters.

Christian worship remains a mainstay, featuring a diverse range of Catholic, Anglican, Methodist, Presbyterian and Evangelical Masses and Services and, for the first time, Romanian Orthodox Easter Liturgy, delivered mainly from RTÉ's Donnybrook studio. This depends on the efforts, creativity and goodwill of contributors from all denominations from all over the country, which is much appreciated by RTÉ.

Streamed daily weekday Masses and Sunday worship on the RTÉ News Channel, first commissioned as an emergency pandemic measure in 2020, when places of worship were closed, have continued. Church services web streams are still attracting around 20,000 viewers a day after nearly five years and providing much valued spiritual support for the elderly, housebound or hospitalised, in particular.

In terms of other religious content, the highest rated documentary on RTÉ in 2024 by some margin was the fruit of a five-year investigation. *Bishop Casey's Buried Secrets* set the news agenda for days and attracted over 700,000 viewers (44% of linear TV share).

Second on that same list was *The Last Priests in Ireland*, in which, with its companion piece, *The Last Nuns*, Mr Ardal O'Hanlon and Ms Dearbhail McDonald respectively explored the origins, consequences and legacy of Ireland's clerical culture in a series that was well-reviewed as being both rigorous and fair. This was majority funded by Coimisiún na Meán (CnaM), clearly meeting many of the aims of its Sound & Vision Fund.

The Meaning of Life returned for its eighteenth season, with Mr Joe Duffy once again at the helm, interviewing a diverse range of guests, including two practising Anglicans, Mr Bryan Dobson and Senator David Norris, as well as other voices expressing a range of experiences and perspectives.

Comedian and podcaster Blindboy Boatclub brought his maverick intelligence to bear on *The Land of Slaves and Scholars*, displaying both an informed curiosity and intellectual rigour in his conversations with leading academics about early Irish Christianity and, in the process, rendering the subject accessible and entertaining to a younger audience demographic. That, too, was majority funded by Coimisiún na Meán.

In *Christmas in Kildare*, on RTÉ One and Lyric FM on Christmas Eve and Christmas Day, Mr Marty Whelan and Ms Celine Byrne brought the Brigid1500 celebrations to a close in Kildare's 900-year old cathedral, facilitated by Dean Isobel Jackson and the Rev Philip McKinley in the company of a diverse and glittering array of musical talent, with financial assistance from Kildare County Council.

The Kilkenny Nativity was a five-minute sequel to 2020's *Cork Nativity*, putting St Luke's Gospel account of the nativity into the mouths of a wide array of people in Kilkenny town and county, including the Dean of St Canice's, Stephen Farrell. Across all platforms, the film attracted over 750,000 viewers and helped put the Christian message at the heart of RTÉ's Christmas output.

On radio, after the completion of Ms Siobhán Garrigan's series *Witness*, in March, RTÉ commissioned a new series, *Our Divine Sparks*, with Ms Dearbhail McDonald, from Old Yard Productions. It has started confidently with a diverse range of features keeping listeners on their toes, plus a well-received Christmas Special, featuring Canon Gillian Wharton in conversation with Ms Dearbhail McDonald, Fr Kieran O'Mahony OSA and Prof. Zuleika Rodgers, as well as a charming group of Ennis primary schoolchildren, sharing their insights into the Christmas story.

Throughout the year, a variety of writers and thinkers continued to offer *A Word in Edgeways* during Radio 1's *Rising Time* at 6.15am each weekday – short, scripted reflections intended to give listeners food for thought.

In the pipeline in 2025, there's more variety and interest. *Patrick: A Slave to Ireland* is an ambitious examination of the life and legacy of the national patron saint, commissioned in conjunction with BBC Northern Ireland and ARTE, with funding from CnaM.

Iron Ladies will tell the intriguing story of a group of Jewish housewives, who, at the height of the Cold War, took on the might of the USSR in defence of the rights and freedoms of Soviet Jews… and won.

Following the success of the first series of A Ring and a Prayer, our series about inter-cultural marriages, CnaM has again provided majority funding for a second series. Similarly, Mr Donal Skehan will continue to explore minority faiths' food culture and beliefs in *Donal's Celebration Kitchen*, discovering how different communities mark their holiest festivals and seasons through what they eat, or don't eat.

BROADCASTING – BBC NI

2024 witnessed two important centenaries for the BBC: the beginning of religious broadcasting and the start of its operations in Belfast. In January this year the 50th anniversary of BBC Radio Ulster was marked. On BBC Radio Ulster, a *Thought for the Day* is broadcast each morning on Sundays to Fridays and the weekly *Sunday Sequence* explores that often confusing area where religion, ethics, politics and social affairs meet. *Morning Service* produced for BBC Northern Ireland by Blackthorn Productions, each Sunday – usually as a live broadcast of what is the normal liturgy of the congregation.

There are also contributions to BBC Radio 4, including six editions of *Sunday Worship*. Particularly noteworthy in 2024 were a service on St Patrick's Day from St Patick's Cathedral in Dublin, one in June from Christ Church Castlerock with Bishop Andrew Forster speaking on the greatness of God as revealed in His Creation, and on Remembrance Sunday, Archbishops John McDowell and Eamon Martin reflected on the service of two chaplains to the Royal Ulster Rifles during the Second World War. We also produced for Radio 4 eight series of *Prayer for the Day* and six editions Of the *Daily Service*.

We remain immensely grateful to all who accept invitations to take part in these programmes, making local arrangements, preparing scripts and then delivering them. Without such willing work, much religious broadcasting would be extremely difficult, if not impossible.

LITERATURE COMMITTEE

MEMBERSHIP

Canon Dr Kenneth Milne (Chairman)
Canon Peter McDowell
Ven Ricky Rountree
Rev Ken Rue
Rev Bernard Treacy OP
Dr Raymond Refaussé (Honorary Secretary)
Ms Cecelia West
Mr George Woodman
Mrs Janet Maxwell (*ex officio)*

In attendance: Mr Peter Cheney, Press Officer

EXECUTIVE SUMMARY

In 2025 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 2024

Arising out of the Action Plan for 2024:

- The fifteenth booklet in the Braemor Studies series, which seeks to publish the best of the final year dissertations in CITI, was published.
- Cooperation with CITI in the redesign of the cover of Braemor Studies;
- Supporting the Commission for Christian Unity and Dialogue in the publication of *Guidelines for Interfaith Events and Dialogue*.

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 resignation of Bryan Whelan from the RCB Library has left a vacancy for a Publications Officer which has not been filled. The Committee is concerned about this lacuna.

The following titles were published in 2024:

- *Guidelines for Interfaith Events and Dialogue* (new edition);
- Rev Philip McKinley, *From George Berkeley, to George Floyd, to George Nkencho. The Church of Ireland and Black Theology*
- Canon Dr Kenneth Milne & Rev Gregory Dunstan (eds.), *Journal of the General Synod 2024;*
- *Church of Ireland Sunday and Weekday Readings Advent Sunday 2024 to Eve of Advent Sunday 2025*.

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 now 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
Tel: +353 1 4125 665

GENERAL SYNOD ROYALTIES FUND
The Committee recommended the following grants:-

List of Grants since last report:
€1,000 to Hinds publishers to support the publication of Bishop Kenneth Kearon's book on Marriage and Christian Relationships
€4,500 to support the publication of *Search.*

ACTION PLAN 2025

- Prepare the sixteenth and seventeenth books in the Braemor Studies for publication;
- Support the publication programme of the Liturgical Advisory Committee;
- Support Bishop Kenneth Kearon's proposed book on marriage and Christian relationships;
- Support Bishop Richard Clarke's proposed book on the Disestablishment revision of the *Book of Common Prayer;*
- Support Rev Kevin Moroney's proposed book of essays on Anglican liturgies.

APPENDIX G

CHARITIES REGISTRATION MONITORING WORKING GROUP

MEMBERS
Membership

The Archbishop of Armagh (Chair)	Mr Roy Lawther
Ms Ashley Brown	Mr Lyndon MacCann SC
Mr Ken Gibson/ Ms Hazel Corrigan	Ven Leslie Stevenson

During the year, the Charities Registration Monitoring Working Group dealt with a response to a consultation by the Charities Commission in Northern Ireland on 'Thresholds for registration'.

A sub-committee was established to prepare the response, the members being led by Ms Ashley Brown, Diocesan Finance Officer, Clogher, to whom the Working Group expresses its thanks.

Sub-committee Members:
Ms Ashley Brown
Mr Ken Gibson
Mr Gavin Harkin
Mr Roy Lawther

In attendance: Mrs Janet Maxwell

The Consultation sought views on a proposal to allow charities with income below £20,000 to be exempt from registration in certain circumstances. The purpose of the Consultation is not to consider alternatives to this proposed threshold, but to seek views on the 'certain circumstances' that might apply, in particular if turnover should be used with or without an asset value criterion.

Among the questions that the sub-committee considered:
Will registration status affect the right to access the Gift Aid scheme?
How would spikes in income be treated?
What should be the Commission's right to request documentation of unregistered bodies?

The following points were noted:

1. The figure of £20,000 would be irrelevant to larger parishes or unions.
2. The use of an asset threshold would catch most small parishes, unless some exemptions were permitted for those vested in an incorporated trustee, or possibly a permitted exemption of heritage assets.
3. Groups might find exemption from registration of use in reducing the administrative burden where there are many very small parishes in a group, and these are not unionised. There is some use of local trustees in these situations, and much might depend on whether these are passive trustees or independently registered bodies.
4. Some dioceses have a rule that all parishes must register. It may not be considered desirable that small parishes would deregister.
5. Some dioceses use information supplied to the Regulator's website where a small parish does not submit an annual statement of account to the diocese.
6. Many church buildings do not have a recorded book value because they are heritage assets.
7. Grant making bodies often look for registered status as a proof of charitable status.
8. Vesting in the RB gives a protection against careless use of assets, so one approach might be to recommend building categories of assets into the proposed regulation.

9. NICVA suggested a figure of £100,000 for asset value, but from a Church of Ireland point of view, a figure of £250,000 would be more realistic.
10. What would be the implications for local trustees?

The response submitted by the Church made the following suggestions:

Heritage assets and possibly also church buildings or vested assets should be excluded from any criteria regarding exemption from registration of charities with income below £20,000.

The outcome of this consultation is awaited.

Republic of Ireland
The Charities Regulation Authority gave permission for the recommencement of the process to register parishes in the Republic of Ireland in November 2024. This process began in January 2025 with the parishes that had participated in the pilot scheme. The Diocese of Cashel has begun to prepare some of its parishes for registration and this will be followed by other dioceses in due course. Parishes should not worry that they have not been called forward yet – the CRA has indicated that it will process applications at a rate of approximately three per week. This will probably speed up as the process becomes established. Parishes with an urgent need to register because of requirements around grant applications or other issues, should contact Mrs Janet Maxwell in Church House.

APPENDIX H

THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND

REPORT 2025

MEMBERSHIP

Most Rev Dr Michael Jackson (Chair)	(4/4)	Dr Michael Trimble	(4/4)
Mr Ken Gibson (Hon Sec)	(3/4)	Mr Steven McQuitty	(3/4)
Mr Neville Armstrong	(4/4)	Rev Andrew Irwin	(3/4)
Mrs June Butler	(3/4)	Dr Claire Jones	(0/4)
Ms Zephryn Patton	(3/4)	Ms Hannah O'Neill	(3/4)
Rev Jane Burns	(4/4)	Dr Harriet Wilkinson	(1/4)
Rev Dr Andrew Campbell	(2/4)	Dr Caroline Elliott-Kingston*	(0/3)
Mr Keith Gardiner	(3/4)		

* To October 2024

The Church and Society Commission is an advisory group, serving the Standing Committee of the General Synod, and engages with legislatures and governments on a variety of issues, including legislation. The mission of CASC is to provide oversight and direction for the Church of Ireland's work, in respect to social theology in action. CASC's views only become representative of the Church of Ireland after being approved by its General Synod.

The Commission submits the following report with appendices referencing its work since the General Synod of May 2024.

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 towards helping the Commission achieve the work it has, with particular thanks to Dr Caroline Elliott-Kingston who stepped down from the Commission this year. We are most grateful for her contribution during her membership.

Report

Troubles Legacy

At General Synod 2023 the Church and Society Commission was requested to explore, and if necessary, recommend and/or draft resources that would enable Parishes to engage pastorally with, and care for, individuals and communities that are still deeply affected by trauma from 'the Troubles'.

The following year the Commission reported back on its progress, outlining the form it expected its final response to take.

During the last two years the Commission has collected a wide range of first-person accounts from around the island of Ireland of trauma suffered as part of the Troubles, of the ways in which the Church was able to help and equally the ways in which it failed to help those in need. While this is our final report, the Commission hopes that the work completed here will provide guidance and encouragement to others to take further action to make our Church a place of comfort for those who are suffering.

In the 12 months since our last report, the Commission has worked in consultation with others to bring about the three-pronged response outlined at the last General Synod.

The Commission coordinated with the Liturgical Advisory Committee who created a liturgical response to the issues raised in the motion and which recognised the ongoing pain and suffering of those today dealing with trauma from the events of the past.

Alongside the liturgical resources, an informational booklet titled *Healing and Hope – Addressing the Trauma of the Troubles* was created, with the goal of highlighting support groups and other initiatives that may be of use to those living with this trauma, while also informing Clergy on some core elements of a trauma-informed response to victims. The booklet includes these practical resources alongside prayers and excerpts from victims' stories, demonstrating the lasting effects of trauma, and how the Church can play a part in pastorally caring for those suffering.

The Commission has also liaised with Rev Dr William Olhausen on a proposal to introduce training on *trauma informed pastoral care* as part of Continuing Ministerial Education programme. Such training would be a useful skill for all members of clergy, and invaluable to those who feel they may require more understanding in how best to care for those dealing with trauma like that caused by the Troubles.

The Commission recognises that there are a number of key groups working in this area and expertise on the matter already exists within and outside the Church. Rather than recreate existing work our goal has been to bring these people and organisations together, including inviting representatives to Synod, to assist us in addressing the challenge faced by the Church.

Assisted Suicide

The Commission continued to monitor the progress of legislation put forward in both the Republic of Ireland and the United Kingdom to legalise assisted suicide.

The Church of Ireland's stance in opposition to any such legislation has been consistent and the Commission has previously engaged with legislators on the matter to voice this opposition. As there are currently no ongoing consultations to engage with, the Commission chose to communicate the Church of Ireland's stance via a short, concise flyer. The flyer provides a brief, up-to-date point of reference for those within or outside the Church of Ireland community, highlighting the scriptural beliefs that underpin the Church's stance alongside, a brief outline of some of the medical, legal, and social arguments that reinforce the stance. The

flyer works to convey these arguments concisely while also paying heed to the deep emotional resonance this issue has for so many people.

Homelessness

The compound effects of the ongoing Housing Crisis and over recent years and increases in the cost of living have driven a surge in the number of people experiencing homelessness. While a true solution will require a significant commitment to action and investment throughout the Island of Ireland, the Commission chose this harvest season to highlight the struggles of those experiencing homelessness in the hope of focusing the spirit of Christian charity into practical action, with guidance for parishes and individuals on steps they can take at a local level to assist those in their community experiencing homelessness.

Responses to Programmes for Government

Since the last report to General Synod, the Commission was heartened to see the release of a Programme for Government for Northern Ireland, which represented an important milestone in establishing a stable government after years of instability. In responding to the Programme for Government, the Commission emphasized the ways in which the Church hopes to assist in creating a better future for the people of Northern Ireland, while also offering critique and urging action where the programme does not adequately address the actions which will need to be taken, particularly around the area of housing.

At the time of writing the Commission is also preparing a response to the Programme for Government published by the newly elected government of Ireland.

Statements and Documents

'A contribution to healing the pain of the Troubles' – article for *Church of Ireland Gazette*
Link: https://www.churchofireland.org/news/12613/a-contribution-to-healing-the

'Care for every moment of life' – flyer on assisted suicide and end-of-life issues
Link: https://www.churchofireland.org/resources/706/care-for-every-moment-of

'Sharing hope with people without a home' – flyer on homelessness
Link: https://www.churchofireland.org/parish-resources/703/sharing-hope-with-people-without

Response to the Draft Programme for Government (NI)
Link: https://www.churchofireland.org/resources/705/submission-to-the-draft-programme

APPENDIX I

CONSULTATIVE GROUP ON DISABILITY

Membership

Rev Natasha Quinn-Thomas (Chair) 1/2
Rev Aaron McAlister 1/2
Rev Jono Pierce (resigned Jan 2024) 1/1
Ms Rachel Kenny 1/2
Ms Naomi Swattridge 1/2
Ms Hannah Daly 1/2
Mr Simon Malley 1/2

New Members

A fresh call for submissions of interest was put out in the summer of 2024, and the new Consultative Group met in December to plan work for 2025. 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.

Planning for the Future

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.

2025 Plans

1) Circulation of recent survey of provision for deaf congregation members to all clergy;
2) Launch of a more comprehensive survey across as many aspects of accessibility as possible, to include physical, sensory and hidden disabilities;
3) Recommendation that parishes nominate a disability representative who can liaise with the Consultative Group on Disability;
4) Website update – the Group's information on www.ireland.anglican.org has not been updated for some time, and it is now planned to work on this. 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.

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.

To get in touch with the group, please contact Ms Aisling Sheridan, Synod Administrator at aisling.sheridan@rcbcoi.org.

GS Complaints procedure

Income	2024 Total €	2023 Total €	2022 Total €	2021 Total €	2020 Total €	2019 Total €	2018 Total €	2017 Total €	2016 Total €
Deposits	(725)	(692)	0	(1,000)	0	(1,000)	0	(814)	0
Less - deposit refund	0	0	0	1,000	0	0	0	0	0
Support from General Purpose Fund	0	0	0	0	0	0	0	0	0
Net deposits	(725)	(692)	0	0	0	(1,000)	0	(814)	0
Costs									
Legal - External	19,863	0	0	6,027	0	0	0	0	0
Legal - In-House Legal	0	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0	0
Mediation	0	0	0	6,013					
Expert witness costs	0	0	0	0	0	0	0	0	0
Administrative and secretarial	0	0	0	0	0	0	0	0	0
Travel & subsistance	0	0	0	0	0	0	0	0	0
Catering	0	0	0	536					
Sundry	0	0	0	316	0	0	0	0	0
Facilities hire	0	0	0	758			0	0	0
	19,863	0	0	13,650	0	0	0	0	0
	19,138	(692)	0	13,650	0	(1,000)	0	(814)	0

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

Appendix K

Future of Curacies Working Group

Report to General Synod 2025

Membership

· Two members of the Stipends Committee: Mr Michael Johnston (Chair) and Mr William Oliver
· Member of the House of Bishops & Allocations Committee: Rt Rev Andrew Forster (Bishop of Derry & Raphoe)
· A member of Standing Committee (Honorary Secretary): Rev Canon Malcolm Kingston
· One member of the Allocations Committee: Ms Helen Arnopp
· Supported by the RCB Project Manager – Mr Dermot Burns

The purpose of the Future of Curacies working group was to provide recommendations for supporting the deployment, provision and funding of curacies. Following presentation to Standing Committee in September 2023, the Working Group was asked to continue and to come back with recommendations as to how the initial recommendations might be implemented.

The Working Group focused on two key areas – Finance and Education.

Finance

Finance was and is still considered the main barrier for parishes considering appointing a Curate Assistant. Some parishes cannot afford to appoint a Curate Assistant but would be excellent training locations. After consideration, it was recommended that a Curacy Fund be established, funded via Stipends and Allocations Committees. Applications to this fund would be from parishes with the application endorsed by the bishop. Applications to the fund will form part of the appointment of a Curate Assistant to a Training Rector. The Curacy Fund will provide a fixed subsidy for the first three years of curacy. This subsidy which would apply for each year has been calculated as approx. 50% of the expected 2023 average cost of a Curate which was £22k / €27k per year. Each training parish would receive the same subsidy. Should a Curate Assistant be appointed on a part-time basis, the award will be granted on a pro-rata basis. The expected cost of this subsidy is in the region of £500k / €612k per annum, of which £100k / €122k will be provided by the Stipends Fund and the balance from central funds. Note – the initial forecast was based on 7 persons appointed as Curate Assistant per annum and noted that in 2025 it is expected that there will be 11.

Education

A culture of continual learning is a priority. It is important that Training Rectors and Curates Assistant understand what is expected over the period of curacy, and training will be on-going throughout the curacy. The continued availability of the grant to each parish is dependent on the participation of both Rector & Curate. Agreement has been reached with CITI to provide in service training for Rectors. The Curacy Protocol document which Training Rector and Curate Assistant signup was also reviewed and updated.

APPENDIX L

Report on Behalf of the Armagh Agreement Reference Group
To the General Synod of the Church of Ireland 2025
And the Provincial Board of the British Province of the Moravian Church

The Armagh Agreement was agreed in 2021. In 2022, it was accepted by both the General Synod of the Church of Ireland and the Synod of the British Province of the Moravian Church. Among other possibilities for our two churches working even more closely together in the future, the agreement enables the inter-changeability of ordained ministry between our two churches, while recognising the different ways in which deacons and bishops function in each of our churches.

This year (2024), the reference group has met four times. Two of these meetings were online and two were face to face meetings.

The present members of the group are:

Church of Ireland –	Rt Rev Michael Burrows (Joint Chair)
	Rev Canon Dr Helene Steed
	Mr Roy Totten
	Rev Dr Robert Cotter
Moravian Church –	Rt Rev Sarah Groves (Joint Chair)
	Rev Michael Newman
	Mr Mark Kernohan
	Rev Philip Cooper (Secretary)

We are, also, grateful to Dr David Johnston, who has served on the Reference Group in the past.

On 18th March 2024, a wonderful service was organised by the Reference Group, along with Gracehill Moravian Church and St Patrick's Church, Ballymena. The service took place on the day following St Patrick's Day. The service was in two parts, with a Service of the Word celebrated at St Patrick's Church and Holy Communion celebrated at Gracehill Moravian Church.

The congregation, which included a number of ecumenical guests, was welcomed to St Patrick's Church by the Bishop of Connor, Rt Rev George Davison, and the Rector of St Patrick's Church, Rev Mark McConnell, and to Gracehill Moravian Church, by the minister of the Gracehill congregation, Rt Rev Sarah Groves. Archbishop John McDowell gave an inspiring sermon, and several other ordained and lay people participated in the service, including the Gracehill school choir. Following the service, Sr Roberta Hoey, Chair of the Provincial Board of the British Province of the Moravian Church, shared some profound words and thoughts with us, in a short speech. Then a wonderful buffet meal, in the Gracehill Church Hall, was shared by all.

Prior to the start of the service at St Patrick's a tree was planted in the grounds of the Church by children from St Patrick's. At the end of the service at Gracehill another tree was planted by Gracehill children, in the Village Square. The children and the trees symbolised the hope that the Armagh Agreement will help both churches to grow and flourish together, bearing much fruit for the kingdom of God. On hand to help with the planting, from the Church of Ireland, were Archbishop, John McDowell, and Bishop Michael Burrows. From the Moravian Church, a helping hand was given by Bishop Sarah Groves and Bishop Joachim Kreusel. The occasion was a marvellous and fitting celebration of the agreement. The fellowship was warm, and the Anglican and Moravian styles of worship complemented each other beautifully.

On behalf of the group, Rev Dr Robert Cotter is, at present, writing a history of the events and discussions that led to the creation of the agreement.

Rt Rev Harold Miller and Rt Rev Sarah Groves gave a joint interview, to Mr Peter Cheney, from Church of Ireland Press Office, reflecting on the agreement and the relationship between our two churches. The interview is available on YouTube – Building our closer relations with the Moravians.

In its future work, the group will look at the following subjects:-

- Mutual participation in ordinations of bishops;
- Practice and discipline surrounding occasional 'interchangeability of ministry, e.g. in the area of safeguarding;
- The possibility of sharing theological training;
- The Moravian Church's relationships with the Methodist Church in Ireland;
- Production of a leaflet that explains the agreement and what the two churches can do together;
- The possibility of a Clergy Morning, where all the local, interested, clergy, from both churches, would meet together, perhaps, with an inspirational speaker, to discuss ways forward;
- The possibility of sharing in each other's festivals, patronal celebrations, harvest festivals, anniversary services, etc.
- The possibility of Rt Rev Sarah Groves and Rt Rev Michael Burrows giving a talk about Moravian theology and spirituality at the Theological Institute in Dublin.

The Armagh Agreement is an exciting agreement between the Church of Ireland and the Moravian Church, and the Reference Group hope and pray that the agreement will grow and flourish in the years ahead, bearing much fruit for the kingdom of God.

Rev Philip Cooper
January 2025

PRIORITIES FUND APPLICATIONS

App No	Diocese	Applicant & Description of Project	Requested Sterling	Requested Euro		Recommended Grant Year 1		Recommended Grant Year 2		Total Recommended Grant
				Exchange rate €1.20846		Sterling	Euro	Sterling	Euro	Euro
Outreach Inititatives										
OI- 1	**Armagh**	**Mullavilly**	£10,700	€0		£2,500	€3,021	£1,500	€1,813	€4,834
		Apple Blossom Baby Basics								
OI- 2	**Ardfert**	**Tralee and Ballymacelligott**	£0	€1,860		£0	€1,000	£0	€0	€1,000
		IT Printing Equipment for outreach work with children								
OI- 4	**Cork**	**Moviddy Union of Parishes**	£0	€600		£0	€600	£0	€0	€600
		To Provide a marquee for external parish events								
OI- 5	**Cork**	**Douglas Union with Frankfield**	£0	€255		£0	€0	£0	€0	€0
		Childrens choir								
OI- 6	**Cork**	**Cobh and Glanmire Union**	£0	€18,000		£0	€10,000	£0	€0	€10,000
		Provide access and sanitary facilities at St Lappans for various groups								
OI- 7	**Cork**	**Fermoy Union**	£0	€3,515		£0	€2,000	£0	€0	€2,000
		Little Feet toddler group								
OI- 8	**Tuam**	**Westport-Dugort**	£0	€1,200		£0	€600	£0	€0	€600
		Gazebo for events								
OI- 9	**Connor**	**The Blackstaff Mission Area**	£52,551	€0		£20,000	€24,169	£15,000	€18,127	€42,296
		Family outreach work for the Blackstaff Mission Area								
OI- 10	**Cork**	**Carrigrohane Union**	£0	€60,285		£0	€20,000	£0	€10,000	€30,000
		Mission and Outreach Phase 2 of Carraig Centre								
OI- 11	**Cashel**	**Diocese of Cashel Ferns and Ossory**	£0	€15,000		£0	€12,000	£0	€0	€12,000
		COI Stand at National Ploughing Championships								
OI- 12	**didn't cho**	**Agherton Parish**	£17,540	€0		£10,000	€12,085	£0	€0	€12,085
		Family Well-Being and Empowerment Programme								
OI- 13	**Armagh**	**St Marks Armagh**	£4,977	€0		£4,000	€4,834	£0	€0	€4,834
		Café Hope- Health and wellbeing ministry								
OI- 14	**Cashel**	**Kilkenny Christian Centre**	£0	€25,000		£0	€0	£0	€0	€0
		To develop the light house youth & community centre								
OI- 15	**Cork**	**Vision Community Support Services (VCSS)**	£0	€28,000		£0	€0	£0	€0	€0
		To improve the well-being and resilience of migrant families in Cork								
OI- 16	**Tuam**	**Omey Union**	£0	€554		£0	€0	£0	€0	€0
		Replacement notice-boards at St Thomas, Moyard and Christ Church, Clifden								
OI- 17		**Solas**	£0	€12,000		£0	€5,000	£0	€0	€5,000
		The Yard project - for young people not in education or employment								

	Diocese	Applicant and description of project	Requested	Requested		Recommended Grant Year 1		Recommended Grant Year 2		Total Recommended Grant
			Sterling	Euro		Sterling	Euro	Sterling	Euro	Euro
Outreach Inititatives cont'd										
OI- 18	**TLK**	**TLK Diocesan Magazine - DEA Sceala (Good Tidings)**	£0	€16,000		£0	€5,000	£0	€0	€5,000
		Funding for church magazine for amalgamated dioceses of TLK								
OI- 19		**Muckamore Parish Development Association**	£40,000	€0		£30,000	€36,254	£0	€0	€36,254
		Supporting outreach work in Ballycraigy Ward in Antrim								
OI- 20		**Helping Hands Community Outreach Project**	£40,000	€0		£0	€0	£0	€0	€0
		Outreach work to help the vulnerable in Armagh Banbridge Craigavon areas								
OI- 21	**TLK**	**St Flannan's Cathedral**	£0	€8,000		£0	€1,000	£0	€0	€1,000
		Audio system in the cathedral for services and guided tours								
OI- 22		**Church of Ireland Clergy Pensions Fund**	£400	€0		£400	€483	£0	€0	€483
		To pay a grant of not more than £400 to each surviving spouse								
OI- 23	**Limerick**	**St Brendan's Church Birr**	£0	€4,500		£0	€3,000	£0	€0	€3,000
		Audio visual screen screen for meetings, education and training								
OI- 24		**Willowfield Parish Community Association**	£24,000	€0		£5,000	€6,042	£5,000	€6,042	€12,085
		Early intervention programme for drug abuse in local area								
OI- 25	**Dublin**	**St James's Crinken Church**	£0	€11,000			€11,000	£0	€0	€11,000
		To create a community hub in the church								
OI- 26	**Limerick**	**Drumcliffe Union - St Columbas**	£0	€7,800		£0	€0	£0	€0	€0
		Improving access to Parish hall for events								
OI- 27	**Limerick**	**Drumcliffe Union - Christ Church - Spanish Point**	£0	€12,275		£0	€0	£0	€0	€0
		To replace the community room at Christ Church, Spanish Point								
OI- 28	**Tuam**	**Kilcummin Parish, Oughterard**	£0	€15,000		£0	€8,000	£0	€0	€8,000
		To create a prayer walk, through the grounds and graveyard of the church								
OI- 29	**Connor**	**St. John's & St. Ninian's Parish Whitehouse Antrim**	£45,795	€0		£12,000	€14,502	£10,000	€12,085	€26,586
		'Going for Growth' outreach project								
OI- 30	**Dromore**	**Drumgath Parish**	£1,800	€0		£0	€0	£0	€0	€0
		Lunch Club for older and lonely people in the Rathfriland ,								
OI- 31		**Mothers Union**	£1,350	€0		£1,350	€1,631	£0	€0	€1,631
		To raise awareness of Domestic violence via Safe Place training								
OI- 32	**Tuam**	**Belmullet**	£0	€2,000		£0	€2,000	£0	€0	€2,000
		To renewal of the Church of Ireland in Belmullet								
OI- 33	**Connor**	**Church of the Good Shepherd, Monkstown**	£30,000	€0		£10,000	€12,085	£10,000	€12,085	€24,169
		Outreach to families in the impoverished loyalist estate of Monkstown								
OI-34	**Down**	**St Paul's Church Castlewellan**	£30,000	€0		£0	£0	£0	**£0**	€0
		Mission & outreach to a predominately nationalist community								

	Diocese	Applicant and description of project	Requested	Requested		Recommended Grant Year 1		Recommended Grant Year 2		Total Recommended Grant
			Sterling	Euro		Sterling	Euro	Sterling	Euro	Euro
Outreach Inititatives cont'd										
OI- 35	**Down**	**St.Clement's Parish Church**	£4,000	€0		£4,000	€4,834	£0	€0	€4,834
		Various outreach events for the eldery throughout 2025								
OI- 36	**Derry**	**Christ Church, Londonderry**	£39,875	€0		£30,000	€36,254	£0	€0	€36,254
		Walled City Passion play engaging schools. A cross-border outreach								
OI- 37		**Shankill Parish Lurgan**	£10,000	€0		£0	€0	£0	€0	€0
		Funding for group events - outreach, prayer stations, alpha courses.								
OI- 38	**Down**	**St Saviour's Parish Church Craigavon**	£30,000	€0		£15,000	€18,127	£7,500	€9,063	€27,190
		Outreach events for the local population								
OI- 39	**Down**	**Kilmore and Inch**	£1,500	€0		£1,500	€1,813	£0	€0	€1,813
		Lego Festival at Christ Church Kilmore								
OI- 40	**Connor**	**St Pauls & St Barnabas**	£40,800	€0		£20,000	€24,169	£10,000	€12,085	€36,254
		To expand SSPB's ministry for the large student population at UU Belfast								
OI- 41	**Cork**	**Kilgarriffe Union of Parishes**	£0	€3,000		£0	€0	£0	€0	€0
		A New Audio system for the Parochial hall								
OI- 42	**Down**	**St Mary's Parish Church and St Patrick's Parish Church**	£20,000	€0		£7,500	€9,063	£5,000	€6,042	€15,106
		Newry Centre of Mission, to establish a new worshiping community								
OI- 43	**Derry**	**Glendermott & Newbuildings**	£12,000	€0		£5,000	€6,042	£5,000	€6,042	€12,085
		Support the community with courses, Hope Together, Griefshare, CAP								
OI- 44	**Derry**	**Clooney All Saints Parish**	£27,780	€0		£0	€0	£0	€0	€0
		Improvement to access through the church for elderly and disabled								
OI- 45	**Down**	**Knocknagoney Parish**	£1,319	€0		£0	€0	£0	€0	€0
		IT equipment for online outreach via streaming and social media.								
OI- 47	**Down**	**Knocknagoney Parish**	£3,000	€0		£0	€0	£0	€0	€0
		Providing kitchen equipment for a new "Warm Space" outreach initiative								
OI- 49	**Tuam**	**St. Mary's Cathedral Tuam**	£0	€650		£0	€650	£0	€0	€650
		Outdoor facilities for the Cathedral outreach purposes.								
OI- 51	**Down**	**Warrenpoint Church Plant - LifePoint Community Church**	£20,000	€0		£10,000	€12,085	£5,000	€6,042	€18,127
		Establish a new missional outreach and church plant in Warrenpoint								
OI- 53	**Down**	**The Suitcase Project,**	£30,000	€0		£5,000	€6,042	£5,000	€6,042	€12,085
		Support asylum seekers by creating a support hub at , Roslyn st, Belfast								

	Diocese	Applicant and description of project	Requested	Requested		Recommended Grant Year 1		Recommended Grant Year 2		Total Recommended Grant
			Sterling	Euro		Sterling	Euro	Sterling	Euro	Euro
Outreach Inititatives cont'd										
OI- 54	**Down**	**Movilla Abbey Church**	£20,000	€0		£7,000	€8,459	£5,000	€6,042	€14,502
		Improve Youth Club-Coffee Bar for deprived social housing estate								
OI- 55	**Cashel**	**St. Mary's Church, Enniscorthy**	£0	€60,000		£0	€30,000	£0	€0	€30,000
		To develop a multi-functional space at the back of St. Mary's Church								
OI- 58		**The Church's Ministry of Healing: Ireland**	£0	€4,538		£0	€0	£0	€0	€0
		Provision of ministry resources and training materials								
OI- 59	**Cashel**	**St.Marys Church Carlow**	£0	€110,000		£0	€0	£0	€0	€0
		Develop spiritual tourism and youth work - major building rerpairs								
Christian Education										
CE-2	**Tuam**	**Castlebar Parish**	£0	€1,000		£0	€1,000	£0	€0	€1,000
		creative ministry and teaching for the young people of the parish								
CE-4	**Derry**	**St. Ninian's Convoy**	£0	€2,500		£0	€1,000	£0	€0	€1,000
		Christian education amongst the youth of the parish via technology provisions								
CE-6	**Dublin**	**Saint Catherine's Church**	£0	€5,440		£0	€4,000	£0	€0	€4,000
		Seol six-part course - to live out the five marks of mission								
CE- 7	**Raphoe**	**Royal School House (Donegal Protestant Board of Education**	£0	€17,000		£0	€0	£0	€0	€0
		CCTV & IT upgrades in the school for baording students needs								
CE-8	**Down**	**St.Clement's Parish Church**	£6,000			£0	€0	£0	€0	€0
		Parish worker for "Clemmie's Ladies"								
CE-10		**St Dorothea's Parish, Gilnahirk**	£3,000	€0		£1,500	€1,813	£0	€0	€1,813
		Upgrade audiovisual system to serve our congregation and community								
CE-11		**Alpha Ireland**	£0	€5,000			€5,000	£0	€0	€5,000
		digital curricular resources for teachers and church leaders								
CE-12	**Derry**	**St Lughas' Aghanloo Parish Church**	£50,000	€0		£0	€0	£0	€0	€0
		Renovation of property to provide a base for the parish Sunday School .								
CE-13		**Onside Ministries**	£10,000	€0		£0	€0	£0	€0	€0
		Outreach to north Belfast youth via soccer Project Playmaker programme								

	Diocese	Applicant and description of project	Requested Sterling	Requested Euro		Recommended Grant Year 1 Sterling	Recommended Grant Year 1 Euro	Recommended Grant Year 2 Sterling	Recommended Grant Year 2 Euro	Total Recommended Grant Euro
Innovative Ministry in a Rural Context										
IM-1	**Connor**	**Clare Parish**	£1,000	€0		£1,000	€1,208	£0	€0	€1,208
		Christmas Tree Festival to raise funds for facilities in the parish hall								
IM-3	**Cork**	**Ross Union**	£0	€60,000		£0	€20,000	£0	€0	€20,000
		facilition of St. Fachtna's Cathedral -for various usage groups								
IM-4	**Meath**	**Tullamore, Clara, Tyrellspass & Rahan**	£0	€6,290		£0	€0	£0	€0	€0
		Rahan to Clonmacnoise Pilgrimage								
IM-7	**Derry**	**Derg Parish**	£35,000	€0		£30,000	€36,254	£0	€0	€36,254
		Funding for a coffee dock in our new parish centre for community events								
IM-8	**Armagh**	**Desertcreat Parish Church**	£2,500	€0		£2,000	€2,417	£0	€0	€2,417
		Journeymen-To help new ministry for ladies in their 20's- 40s								
IM-9	**Armagh**	**Desertcreat Parish Church**	£2,000	€0		£1,500	€1,813	£0	€0	€1,813
		Pop Up Saturday - Primary School RE Club 4 times a year								
IM-10	**Armagh**	**Desertcreat Parish Church**	£4,000	€0		£1,000	€1,208	£0	€0	€1,208
		Arts Group - Desertcreatives								
IM-11	**Killala**	**Skreen Parish**	£0	€2,815		£0	€1,500	£0	€0	€1,500
		Nativity Fundraising Event								
IM-12	**Tuam**	**St Mary's (Kilmacshalgan)**	£0	€14,840		£0	€7,000	£0	€0	€7,000
		Upgrade facilities to make St Mary's a waypoint for prayer and tourists								
IM-13	**Down**	**Kilmore and Inch**	£1,200	€0		£0	€0	£0	€0	€0
		Funding trip to worship in Kilmore Church at the Ulster Folk Museum.								
IM-14	**Limerick**	**Abington Church**	£0	€5,000		£0	€0	£0	€0	€0
		Outdoor eco sitting room for parish and local orthodox Syriac community								

	Diocese	Applicant and description of project	Requested Sterling	Requested Euro		Recommended Grant Year 1 Sterling	Recommended Grant Year 1 Euro	Recommended Grant Year 2 Sterling	Recommended Grant Year 2 Euro	Total Recommended Grant Euro
Training - Lay & Ordained										
T-1	**na**	**HOB**	£0	€40,000			€40,000	£0	€0	€40,000
		Providing training and education for each diocesan bishop								
T-2	**na**	**Arrow Leadership Ireland**	£6,000	€0		£5,000	€6,042	£0	€0	€6,042
		Develop leaders serving in local churches, or para-church ministry								
T-3		**Board for ministry with children and families**	£0	€10,000		£0	€10,000	£0	€0	€10,000
		Training 12 Facilitators and offer 20 free participant places per diocese								
T-4		**Annagh Group of parishes**	£0	€1,445		£0	€1,445	£0	€0	€1,445
		Womens Abuse Training								
T-5		**Deans of COI**	£2,500	€0		£500	€604	£0	€0	€604
		Deans conference Funding								
T-6		**Cycle Against Suicide**	£2,500	€0		£0	€0	£0	€0	€0
		Mental Health Awareness Program "HELP"								
			£685,087	**€592,362**		**£242,750**	**€496,148**	**£84,000**	**€111,511**	**€607,659**
			Sterling	**Euros**		**Sterling**	**Euros**	**Sterling**	**Euros**	Total Expressed in Euros

STANDING COMMITTEE

PRIORITIES FUND

INCOME AND EXPENDITURE ACCOUNT		**Year ended 31 December 2024**	
		2024 €	2023 €
INCOME			
Contributions	1	304,798	466,820
Investment Income		19,822	31,292
Individual Contributions		121	347
Bequest Income		-	-
		324,741	498,459
EXPENDITURE			
Administration Expenses	2	(24,981)	(20,981)
Operating Surplus for the Year		299,850	477,478
ALLOCATIONS & GRANTS			
Allocations & Grants Distributed	3	(467,000)	(443,004)
(Deficit)/Surplus after Allocations & Grants		(167,150)	34,474
Valuation Movement		52,259	81,370
Currency translation adjustment		3,837	1,945
Net (Deficit)/Surplus for the year		(111,054)	117,789

STANDING COMMITTEE

PRIORITIES FUND

BALANCE SHEET		Year ended 31 December 2024	
		2024	2023
		€	€
INVESTMENTS			
Investments held by the RCB	5	1,187,859	1,135,599
CURRENT ASSETS			
Cash held with the RCB	6	212,363	375,677
Debtors	7	-	-
		212,363	375,677
Net Assets		1,400,222	1,511,276
FUNDS EMPLOYED			
Balance at 1 January		1,511,276	1,393,487
(Deficit)/Surplus for the year		(111,054)	117,789
Balance as at 31 December		1,400,222	1,511,276

Notes to the Financial Statements

1. Contributions	2024 €	2023 €
Contributions from the dioceses	304,798	466,820

2. Administration Expenses	2024 €	2023 €
Salaries & PRSI	20,044	20,050
Stationary, Printing	4,150	804
Miscellaneous & Transfers	697	127
	24,891	20,981

3. Grants & Loans	2024 €	2023 €
Ministry	49,358	45,436
Retirement Benefits	-	461
Education	102,544	56,527
Outreach Initiatives	263,098	278,674
Innovative Ministry	52,000	61,906
	467,000	443,004

4. Capital Commitments

As at 31st December 2024 the Priorities Fund had committed grants of €439,439 for Jan 2025 – March 2027. These grants have not been provided for in the Financial Statements.

5. Invested assets are shown at market value at both 31 December 2023 and 31 December 2024.

6. Cash on deposit held by the RCB	2024 €	2023 €
Cash on deposit held by the RCB	212,363	375,677

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

7. Debtors	2024 €	2023 €
Contributions Accrued	-	-

8. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2024, €1 = £0.8275 (2023: €1 = £0. 8669).

9. An accountants' report has not been provided for these Financial Statements as the cash balance of €212,363 and Investment balance of €1,187,859 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 N

Third Level Chaplaincy Review Group

Report to General Synod 2025

Membership
Mr Michael Johnston (Chair)
Rt Rev Andrew Forster (Bishop of Derry & Raphoe)
Ven Barry Forde
Rev Canon Alan Marley

RCB Staff in Attendance
Mr David Ritchie
Mr Dermot Burns

The aim of the Third Level Chaplaincy review group was to draw up a comprehensive plan for the future of third level chaplaincy and a structure for its management. The working group was chaired by Michael Johnston, chairperson of the RB Stipends Committee. The group was supported by the RCB Project Manager, Mr Dermot Burns.

A primary objective of this review group has been to consider a long-term funding model to support and enhance third level chaplaincy, including a budget for investment and allocation into chaplaincy ministry. The research outlined in the paper in September 2023 shows that funding is urgently required to support dioceses that seek to deploy third level chaplains across the third level sector. Funding is also required for chaplains to develop chaplaincy programmes within the third level sector.

Final Recommendations

It is recommended that central church funding for third level chaplaincy should be provided for through the Allocations Committee. Any additional funding sourced externally by the RB Executive Committee should also be managed by the Allocations Committee.

In addition, the following should be considered:

- It is recognised that in the third level education setting the church is an invited guest and it is imperative that relationships are at a local level - diocesan or parochial – building relationships with the institution for access and to tender for services in the future should a tendering process apply.
- Funding criteria for dioceses seeking third level chaplains should be agreed by both the House of Bishops and Allocations Committee
- Funding should be allocated on a case-by-case basis based on a recommendation by the House of Bishops
- Third Level chaplains and those involved in chaplaincy are invited to join CN3 Network and should be encouraged to join
- The existing bespoke programme for third level chaplains, which has already been successfully delivered, be available for delivery by the Church of Ireland Theological Institute (CITI) on an ad-hoc basis

- It is recommended that a Standing Committee establish a Chaplaincy Working Group to champion and encourage chaplaincy ministry across the church and support the work described. It is suggested that the working group should be made up make up of those some with experience in 3rd level chaplaincy ministry plus a representative from each of Standing Committee, Representative Church Body and the House of Bishops.

In conclusion, after implementing the recommendations a review should be undertaken in the medium term to ensure that chaplains are being supported and what further support, if any, might be required.

Appendix O

Church of Ireland Safeguarding Board

General Synod Report 2025

"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)



Mrs Gillian Taylor
Safeguarding Officer (NI)



Dr Niall Moore
Safeguarding Officer (ROI)

Members of the Safeguarding Board

- The Archbishop of Armagh, The Most Rev John McDowell (Chairperson)
- The Archbishop of Dublin, The Most Rev Dr Michael 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.

Summary of activities

Policy development

The Safeguarding Officers, Mrs Gillian Taylor (NI) and Dr Niall Moore (ROI), worked with external advisors to prepare policies which were presented to the Safeguarding Board for consideration, these included:

Amalgamated Child Safeguarding policy

The new draft policy is currently with the statutory authorities for consideration and comment. Once these comments have been received a final draft will be presented to the Safeguarding Board for approval.

Governance paper

At the November meeting of the Safeguarding Board, a paper proposing a new governance structure for the Safeguarding Office was considered. The paper included several recommendations, including:

• A move towards staff specialisms within the RCB Safeguarding Office;
• Implementing a triage function in the RCB to better direct requests for advice;
• More support for local training;
• Considering how the RCB Safeguarding Office works with dioceses to manage safeguarding allegations.

Safeguarding Strategy

A strategy to cover the objectives of the Safeguarding Office for 2024-2026 was approved by the Safeguarding Board. It can be viewed here: https://safeguarding.ireland.anglican.org/wp-content/uploads/2025/01/Safeguarding-Strategy-2024-2026.pdf.

Database Development
In April 2024, the RCB Safeguarding Office began a project to develop a centralised secure database. The purpose of this new database is to provide a centralised system for storing safeguarding information relating to contacts, roles, training records, vetting contact information and advice. The system is now fully operational, and it will assist the RCB is providing more efficient and effective communication, more timely and detailed reporting, alongside providing safeguarding statistics that will feed into policy development and training.

Safeguarding training
In 2024 the Safeguarding Officers provided training to 509 people including child safeguarding panels, those involved in adult safeguarding, students in CITI and those involved in pastoral ministry. The Safeguarding Office is working on adding additional modules for the safeguarding database to enable more effective reporting of the training delivered by locally accredited trainers who in turn would deliver awareness raising training for volunteers and staff at parish level.

Implementation of biannual Church of Ireland safeguarding newsletter
One of the actions of the Safeguarding Strategy is to develop and distribute a safeguarding newsletter. The first edition of the newsletter was issued in December 2024, and new editions will be published twice yearly. All editions can be viewed on a new section of the safeguarding website here: https://safeguarding.ireland.anglican.org/publications/.

Establishment of a Case Management Committee
Throughout the year work has progressed in developing a Case Management Committee who would assist the RCB Safeguarding Office in offering advice to dioceses for more complex child and adult safeguarding cases. Terms of reference were approved by the Safeguarding Board and members have been appointed. It is anticipated that the first meeting of the Case Management Committee will take place in Spring 2025.

Vetting and AccessNI Services
Parishes, dioceses, Church of Ireland schools and organisations with a relevant Service Level Agreement in place are able to avail of the services of RCB staff who process Garda Vetting applications in the Republic of Ireland and AccessNI checks in Northern Ireland. During 2024 the RCB processed 5774 Garda Vetting applications and AccessNI applications combined.

Throughout the year, RCB staff have worked with the Garda National Vetting Bureau and AccessNI to clarify roles that need to be vetted or receive an enhanced AccessNI disclosure. This work will continue in 2025.

Historical Clerical Child Abuse Investigation
During this year, the Northern Ireland, Inter-Departmental Working group (IDWG) commissioned three interrelated pieces of research on behalf of the Northern Ireland Office to explore child abuse across faith organisations. The purpose of this research is to develop an understanding of the nature and prevalence of child abuse in non-residential settings across faith organisations and the impact it has had on victims and survivors. During this year, the Safeguarding Officers engaged with the project teams commissioned on these three pieces of research to support Diocesan Compliance Officers and those involved in safeguarding at parish level to contribute to these important pieces of research.

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

Appendix

Safeguarding Board – Terms of Reference

SAFEGUARDING BOARD
TERMS OF REFERENCE UPDATED JANUARY 2024
DUE FOR REVIEW JANUARY 2027

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.

APPENDIX P

STANDING COMMITTEE
INCOME AND EXPENDITURE ACCOUNT

	Notes	2024	2023
		€	€
INCOME			
Representative Church Body	1	728,968	571,341
Royalties Fund Income		45,314	48,413
Grants/Contributions		5,511	15,157
Deposit Interest	2	1,422	2,213
		781,215	637,124
EXPENSES			
Services provided by RCB	3	358,518	330,545
General Synod Expenses	4	53,257	44,616
Miscellaneous Expenses	5	58,703	19,238
		470,478	394,399
OPERATING SURPLUS FOR THE YEAR		310,737	242,725
ALLOCATIONS AND GRANTS			
Allocations to Ecumenical and Anglican Organisations	6	125,522	128,039
Allocations to Church related Organisations	7	174,744	251,951
		300,266	379.990
Surplus/(Deficit) for year		10,471	(137,265)

STANDING COMMITTEE

FUND ACCOUNT		Year ended 31 December	
		2024	**2023**
		€	**€**
CURRENT ASSETS			
Cash on deposit held by RCB	8	157,789	149,454
Net Assets		157,789	149,454
FUNDS EMPLOYED			
Balance at 1 January		149,454	289,599
Surplus/(Deficit) for the year		10,471	(137,265)
Currency translation adjustment		864	1,925
Adjustment to opening balance		(3,000)	(4,805)
Balance as at 31 December		157,789	149,454

Notes to the Accounts

1. Income from Representative Church Body

	2024 €	2023 €
Representative Church Body allocation	856,816	804,065
Refund unexpended allocation	(127,848)	(232,724)
Total income from RCB	728,968	571,341

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

	2024 €	2023 €
Royalties Fund	1,422	2,213
	1,422	2,213

3. Services provided by RCB

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

4. General Synod Expenses

	€	€
Venue and Facilities	53,257	44,616
	53,257	44,616

5. Miscellaneous Expenses

	2024 €	2023 €
Publications & Printing	8,916	7,826
Honorary Secretaries' expenses	6,850	7,250
Porvoo Expenses	2,816	-
COI Church & Society CO	1,065	-
Council for Mission	24,415	1,070
Commission on Ministry	9,839	2,827
Subscriptions	3,353	265
Histographer	1,300	-
Sundry	149	-
	58,703	19,238

6. Ecumenical and Anglican Organisations	2024 €	2023 €
Anglican Consultative Council	59,072	56,388
Irish Council of Churches	28,127	25,570
Churches Together in Britain and Ireland	12,085	11,535
Irish Inter-Church Meeting	13,853	12,594
World Council of Churches	4,955	4,637
Conference of European Churches	-	5,310
Irish School of Ecumenics	2,000	-
Delegates' expenses (travel/conferences)	5,430	12,005
	125,522	128,039

7. Allocations to Church related Organisations	2024 €	2023 €
Central Communications Board	144,424	127,988
Grants paid to General Church Organisations	5,000	5,000
Grants paid to Support Allocations	12,000	11,000
Church of Ireland Marriage Council	11,774	9,102
Royalties Fund Expenditure	1,546	98,861
	174,744	251,951

8. Cash on Short Term Deposit	2024 €	2023 €
Royalties Fund	155,652	110,298
Other Account Balances	2,137	39,156
	157,789	149,454

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 2024, €1 = £0.8275 (2023: €1 = £0.8669).

10. An accountant's report has not been provided for these financial statements, as the balance of €157,789 is included within the scope of the Representative Church Body's audit.

ENC D

GENERAL PURPOSES FUND

INCOME AND EXPENDITURE ACCOUNT

	2024 €	2023 €
INCOME		
Interest and dividends	1,249	1,201
	1,249	1,201
EXPENSES		
Registrar's fees	-	-
	-	-
OPERATING SURPLUS FOR YEAR	1,249	1,201
Balance 1 January	52,306	48,029
Currency translation adjustment	3	3
Unrealised Gains on Revaluation	1,938	3,073
Balance 31 December	55,496	52,306
FUNDS EMPLOYED		
Investments	44,586	42,645
Cash held by RCB	10,910	9,661
	55,496	52,306

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2024, €1 = £0.8275 (2023: €1 = £0.8669).

APPENDIX Q

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

Members:
Archbishop of Armagh (3/4)
Archbishop of Dublin (4/4)
Ms Hilary Prentice, Chair RB Executive (3/4)
Rev Canon Gillian Wharton, Honorary Secretary (4/4)
Mr Ken Gibson, Honorary Secretary (4/4)
Mr Lyndon MacCann SC (4/4)
Mr David Ritchie, Chief Officer & Secretary General (4/4)
Mrs Janet Maxwell, Head of Synod Services (4/4)

The Institutional Inquiries Working Group met on five occasions since the last meeting of General Synod. The main topics dealt with during this period were:

- Further research into records of the Church of Ireland Adoption Society records in Northern Ireland;
- Monitoring of progress on matters related to the Inquiry into Mother & Baby Homes in Northern Ireland;
- Noting progress on the Inquiry into Historic Clerical Child Sexual Abuse in Northern Ireland which is being monitored and responded to by the Church of Ireland Safeguarding Board;
- Engagement with the Irish State representative in relation to the Government's Mother & Baby Home redress scheme;
- Engagement with State bodies and individual enquiries to locate relevant records that may be of assistance, including the Adoption Authority of Ireland regarding centrally archived materials, and the Director of the National Archives in Ireland about relevant records under the Maternity Protection, Employment Equality and Protection of Certain Records Act 2024, and Public Record Office of Northern Ireland in respect of records in Northern Ireland.

Northern Ireland
In May 2024, a further update on the developments in the Mother and Baby Home Inquiry in NI was published in the form of an Interim Report from the Truth Recovery Independent Panel, which was set up by the NI Executive to survey records relating to Mother & Baby Homes, Magdalen Laundries in Northern Ireland. This mentions:

- Kennedy House - operated by the Church of Ireland Moral Welfare Association (Northern Dioceses) with partnership finance from two County Boards, 1947-56; (the report also identifies a home of the same name run by the Church of Ireland Rescue Society 1912-1946. The Church of Ireland Rescue Society, was a women's lay committee which had no direct links to either the central church, nor dioceses. The earlier Kennedy House did not seem to have much functional activity after the late 1930s.) Between 1922-1956, some 168 women were admitted to the two institutions known as Kennedy House.
- Hopedene Hostel (the Board of which, comprised representatives nominated by a wide range of organisation including the C of I Moral Welfare Association (Northern Dioceses) and the Church of Ireland Rescue League, alongside representatives of various other denominational, civic and medical institutions). Hopedene was closed in 1984 following a review conducted by the three main Churches liaising with the Deaprtment of Health & Social Services, which was providing funding to sustain the home. The decision to wind up in 1984 led to sale of the building. Funds were directed in part to the Church of Ireland Board of Social Responsibility, now an independent charitable organisation called

Family Routes, which also took in the records and used these to set up an adoption tracing service. Between 1922 and 1984, the Interim Report identified 670 women using the facility.

Link to the original Report: : https://www.health-ni.gov.uk/articles/publication-research-report-mother-and-baby-homes-and-magdalene-laundries-northern-ireland

In July, the Working Group met to consider the work of the Independent Panel and other matters. The Working Group noted that the Independent Inquiry will consider the experiences of both pregnant women who used mother and baby facilities but also the experiences of non-pregnant women who were there because of other issues such as addiction or domestic abuse. Some excepts are noted below with reference to page numbers.

> *,It is proposed that the inquiry will look into whether there were systemic failings in:*
>
> *• what led women and girls to be admitted to such institutions;*
> *• their treatment while there;*
> *• their departure from the institutions;*
> *• the placement of children, now adults, (other than with a birth mother), born while their mothers were in an institution, for the purposes of adoption, fostering or other care arrangements; and*
> *• the registration, regulation or inspection of the institutions.* (p.15).'

The Inquiry will also look at individuals and organisations attached to these homes in Northern Ireland:

> *'The policy intention is to focus not only on the institutions themselves but also on any organisations or individuals linked to their activities. This reflects the recommendation of the Report "to investigate individual, institutional, organisational and state departmental / agent responsibility concerning human rights violations experienced in Mother and Baby Institutions, Magdalene Laundries, Workhouses and their pathways and practices (including the adoption system, related institutions such as 'baby homes' and private nursing homes, and cross border and international transfers of children and women)".* (p.18)'

The Working Group has already secured funding from the RB to provide grant assistance to Family Routes to conduct independent research into the adoption files of The Church of Ireland Adoption Society with a view to ascertain what standards of care were exercised in the adoption work carried on by the society. Two phases of this study have been completed covering 20% of the files and a further study to address another 10% of records has been approved during the year. To date, the Working Group understands that this is the only study of its kind undertaken on adoption records relating to the work of the Inquiry and hopes that it will be of use to the Inquiry as it conducts its business. The independent researchers who conducted the first two studies reported that no major issues of concern were found in the first two studies.

The Working Group noted that the Church of Ireland Safeguarding Board is engaging with the State in Northern Ireland regarding the Historic Clerical Child Sexual Abuse in Northern Ireland.

Republic of Ireland

A - Engagement with Independent Negotiator on behalf of the State (Redress Scheme)

In July, Ms Sheila Nunan, Independent Negotiator on behalf of the Government in respect of the Mother and Baby Redress Scheme, contacted the Church of Ireland to seek a further meeting to discuss a voluntary contribution to the Irish Government's Redress Scheme.

The Working Group noted that the Church has previously and publicly acknowledged the wrongs that were visited on so many women and their children, when pregnancy outside wedlock led to a situation where society often rejected these women and their children. The Working Group also noted that the fewer numbers in the Protestant Homes also suggests that many families must have found ways to keep both unwed mothers and their children within the family, a situation that is sometimes mentioned to members of the Working Group. Consequently, the Working Group suggests that the State should perhaps seek evidence of such social practices, which might help to understand why the Mother and Baby Home was not an inevitable outcome for unmarried, pregnant women in Ireland and Northern Ireland at this period.

The meeting with the Government's representative, Ms Sheila Nunan, took place in November 2024 and Ms Nunan restated her desire for a voluntary contribution from the Church of Ireland in respect of the women who had been admitted to mother and baby homes referred to as 'Protestant homes' in the Report of the Irish Inquiry into Mother and Baby Homes.

Prior to the meeting, the Working Group noted that while the Church recognised the ill that had been endured by many women and their children, it felt that the State's approach to the Church of Ireland was inequitable. The Church of Ireland is the only body that was neither the founder, owner or manager of a home included in the Inquiry, and the only Protestant Church to be included in the request to provide funds to support the Redress Scheme. The Working Group also felt that the Government's representatives had not provided sufficient detail to allow the Church of Ireland to consider the Government's request.

The Church of Ireland did not found, own or manage the Bethany Home, The Magdalen Asylum Leeson Street (later Denny House) or Miss Carr's Flatlets, or other homes mentioned in the report. The Church pointed out that there is a lack of fairness, equity or justice in this approach. The Church has requested information about the number of claims relating to Protestant homes, but this has not been provided. A further issue raised is the request for the use of Church funds to help fund the Government's scheme in respect of homes that were not under Church ownership.

Following this meeting, there was a further exchange of correspondence to reiterate the Church's position on the request.

B - Preservation of Certain Records

Following legislation to ensure the preservation of records relating to Mother and Baby homes in Northern Ireland, similar legislation has been passed in the Republic of Ireland. The Maternity Protection, Employment Equality and Protection of Certain Records Act (2024) resulted in correspondence to Archbishops and Bishops with responsibilities in the Republic of Ireland to make Statements of relevant records that they may hold regarding relevant institutions and relevant bodies and relevant people, to the Director of the National Archives, Dublin. It should be noted that the institutions defined are broader than mother and baby homes and include orphanages and industrial schools. The relevant period is 1922-1998.

Relevant 'institutions':

1. A Mother & Baby Home;
2. A County Home;
3. A Magdalen Laundry;
4. An industrial school, reformatory or related institution;
5. An orphanage;
6. An institution designated by the Minister (which seems to mean 'added' having not been previously noted).

At the time of writing, Dr Hood and Mrs Maxwell are working with the Archbishops and Bishops and with the staff of the National Archives to prepare the necessary statements ahead of the deadline for reply on 20th March 2025.

APPENDIX R

WORKING GROUP TO REVIEW CLERGY TENURE REPORT 2025

Members and Attendance (as at February 2025)
Rev Canon Malcolm Kingston (Chair) (3/4)
The Bishop of Connor (4/4)
Ms Helen Arnopp (4/4)
Rev James Boyd (4/4)
Mrs J Bruton *appointed November 2024* (1/1)
Rev Ruth Elmes *appointed November 2024* (1/1)
Ven Barry Forde (4/4)
Rev Canon Nicola Halford (2/4)
Miss Irene Knox (4/4)
Mr Lyndon MacCann SC (2/4)
Mr Glenn Moore (2/4)
Mr Willie Oliver (4/4)
Very Rev Stephen Farrell (1/4)
Dr Nicole Gallagher (staff in attendance)

Executive Summary
This Working Group was originally formed as a Select Committee at the General Synod of 2023 but has since become a Working Group. The objectives of the Working Group, as per its terms of reference, are as follows:

- To review the concept of clergy tenure as understood within the governance of the Church of Ireland;
- To consider the tenure of other clerical/ministerial titles (Priest-In-Charge, Bishop's Curate, Pioneer Minister, Chaplain etc.);
- To undertake a review of the provisions currently in place within the Constitution in respect of breakdown of pastoral relationships and to consider additions or amendments to these provisions, if appropriate, as well as possible measures to prevent the occurrence of pastoral breakdown in some cases before an issue occurs;
- To review the concept of tied houses and whether they are still fit for purpose in the parish context.

Membership
At the June meeting of the Standing Committee, it was agreed to amend the terms of reference for the Working Group to Review Clergy Tenure to allow for three co-options onto the group as opposed to the original two. A further two co-opted places were added in November.

External Consultations
The Working Group has undertaken a series of consultations with other denominations to see how the subject of Clergy Tenure is dealt with in different Churches. The Group met with the Rev Dr David Bruce from the Presbyterian Church in Ireland, Rev Dr Heather Morris from the Methodist Church in Ireland and Mr Patrick Shorrock from the Church of England. These consultations were very informative, and the sincere thanks of the Working Group goes to those who took part. It was also intended to have a representative from the Church in Wales speak to the Group but, at the time of printing, we had yet to receive a reply despite numerous attempts to make contact.

Internal Consultations
As well as consulting with other denominations, the Working Group has also undertaken consultations within the Church of Ireland to evaluate the issues surrounding clergy tenure from an 'on the ground' perspective. An

online survey was circulated to all Bishops, Archdeacons, Diocesan Secretaries and Honorary Secretaries of Diocesan Synods. This survey looked at four key areas:

1. Tenure under Chapter VIII Disciplinary Processes of the Constitution;
2. Tenure when there is medical incapacity or prolonged ill-health;
3. Tenure in situations of parochial breakdown (that do not sit under Chapter VIII) and which may or may not involve some period of absence due to ill-health;
4. Tenure when there is parochial reorganization.

Twenty-six responses were received, and all responses were anonymous. The thanks of the Working Group goes to Mr Jonathan Hull for his assistance in putting the survey online and compiling the results.
As well as this online survey, the Working Group was also joined at one of their meetings by Mr Eddie Hallissey, RB HR Manager, who spoke to the group on the Dignity in Church Life Clergy Permanent Health Insurance Policy and also by Ms Antoinette Doherty from the RB Legal Department who spoke to the group about the complaints procedure currently in place within the Church of Ireland. Mrs Pauline High, Head of Property and Trusts, joined a meeting of the working group in January for a discussion on the benefits and pitfalls of tied housing in relation to tenure.
In order to gain an 'on the ground' perspective, the Working Group intends to undertake further consultations with members of the clergy once proposals and recommendations begin to take form.

Future Work
Now that the majority of the consultation process has come to an end, the Working Group to Review Clergy Tenure is beginning to look at what can be done to address the various issues that have been raised over the course of the past year. The group recognises that not all issues regarding clergy tenure can be fixed overnight, or even at all, but fully believes that a number of changes can make a significant impact for the better. Over the coming year, the Working Group will consider what changes it believes are required to be made to the Constitution and the intention is to present its final report to the General Synod of 2026 along with draft legislative proposals with these proposals being put to a vote of the General Synod of 2027.

HISTORIOGRAPHER'S REPORT 2025

The Centre for the Study of Historical Irish Houses and Estates should be of interest to members of the Church of Ireland if only because of the association of the 'big house' with the Protestant (i.e. the Established Church of Ireland) Ascendancy. The publication of the Centre's conference papers covers a wide range of topics and includes most recently James Frazer's 'A persevering proclamation of gospel truth: the 3rd earl of Roden and evangelical Christianity at Tullymore Park and Dundalk House, c. 1830-70', in *The Country House in Ireland and Britain* (ed. Terence Dooley & Christopher Ridgway). An account of a contemporary aspect of Church life is covered in Mathew McCauley's 'Anglo-Catholicism in the Church of Ireland',' one of several theses to be consulted in the RCB Library.

Among other titles that have come out in the past year have been the late Raymond Gillespie's *Reforming Galway: civic society, religious change and St Nicholas collegiate church, 1550-1750*, which, to quote from its jacket; 'explores a new way of looking at the reformation in Ireland'. WJR Wallace's *The Churchwardens' Accounts of the Parishes of St Bride, St Michael Le Pole and St Stephen, Dublin,1663-1702* complements his *The vestry Records of the Parishes of St Bride, St Michael Le Pole and Sr Stephen, Dublin 1662-1742*, which appeared in 2011, and was launched (post--Covid) in 2024. Also published in 2024 was Conan Kennedy's *The church of St Andrew's in Suffolk Street, Dublin.* WEC Fleming's *The primatial residences of the See of Armagh from early times with notes on the primates of the medieval registers (1312-1543)*, complements his *Armagh Cathedral: the Beresford/Cottingham Restoration 1834-40 and Subsequent Improvements*. Miriam Moffitt's 'Sectarianism in Sligo in the era of Emancipation and Reform' appears in *Sligo: History and Society*, William Nolan and Kieran O'Conor (ed.), and William Nolan is also editor of *Louth: History and Societ*y which includes Kerly A. Miller's 'Protestants and Catholics in County Louth c. 1600-91'. Two western cathedrals, *Elphin Cathedral Monuments* [Alan Moran] and St *Mary's Cathedral, Tuam, Co. Galway: Graveyard and Burial Records* {Patrick Butler]have appeared recently.

Historians have played a vital role in the considerable change that has come about in how in recent years the Church of Ireland's past is perceived by its members and others, but their work would not have come to a wider public had it not been for the many publishing houses, not least in Ireland, who have served them so well. Nor ought we to overlook the value to researchers of material produced from Church of Ireland sources: the *Journals* of the General Synod and the publications of the Liturgical Advisory Committee and APCK, diocesan and parish publications and the (indexed) files of the *Church of Ireland Gazette* and its predecessors. A current concern of historians, Church scholars among them, is the increasing replacement of 'hard' by 'digital' forms of communication, in some cases the latter lacking the permanence of the former.
I gratefully acknowledge the assistance that the RCB Library has provided in preparing this report.

Canon Dr Kenneth Milne

General Synod Board of Education

Report to General Synod 2025

The aims of the General Synod Board of Education are to:

- Define the policy of the Church in education, both religious and secular and, in promotion of this policy, to take such steps as may be deemed necessary to co-ordinate activities in all fields of education affecting the interests of the Church of Ireland;
- Maintain close contact with Government, the Department of Education and Skills, Diocesan Boards of Education, and other educational and school authorities with a view to ascertaining the most efficient and economical use of resources including funds, transport facilities and teachers;
- Study any legislation or proposed legislation likely to affect the educational interests of the Church of Ireland and take such action with respect thereto as it may deem necessary;
- Deliberate and confer on all educational matters affecting the interests of the Church;
- Make such enquiries as it shall deem to be requisite and communicate with government authorities and all such bodies and persons as it shall consider necessary.

A. Board of Education (Republic of Ireland)

AIMS

- Shall have the power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland.
- Will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an education partner with the Department of Education and Youth and other educational bodies.
- Support, through the *Follow Me* programme, religious education in primary schools under Protestant management.
- Provide support, training and advice to primary level patrons and boards of management.
- Undertake the processing of garda vetting applications for non-teaching employees and volunteers in Church of Ireland primary schools and employees and volunteers in parishes and other Church of Ireland organisations.

Executive Summary:

1. Personalia
2. Follow Me RE Curriculum Developments
3. Board of Management Training (Primary)
4. Conferences and External Engagement
5. Advocacy on Issues
6. Education Policy Development
   6.1 Code of Behaviour and Revised Child Protection Procedures
   6.2 New ‘Working Together’ Procedures
   6.3 Revised Guidance and Information on Church of Ireland Primary Schools
7. ‘Small Schools’ Administrative Cluster Initiative – Action Research Project
8. Second Level Schools Matters
   8.1 SEC – Annual Report
   8.2 Second Level School Leadership Appointments
9. Ukrainian Humanitarian Crisis and Schools
10. School Management Support and Advice
    10.1 Garda Vetting Numbers
11. Church of Ireland Centre, DCU – Update 2024
12. Conclusion

Appendix 1 - Membership for Triennium 2025-28

1. Personalia

The Board wishes to extend its thanks and best wishes to Ms Norma Foley, TD. on the conclusion of her term as Minister for Education and wishes her well for the future. The Board looks forward to working with her successor in Office Ms Helen McEntee, TD.

The Board wishes Mr John Irwin well on his retirement as General Secretary of the Association for Community and Comprehensive Schools and congratulates Ms Aine O'Sullivan on her appointment as the new General Secretary of ACCS.

The Board welcomed Mr Luke Hawkins as an 'ex officio' member of the Board on his appointment as CIYD Officer (RI).

The Board also welcomed Dr Rebecca Stevenson as the invited representative observer to the Board from the Presbyterian Church in Ireland.

The Board wishes to record its thanks to RCB staff members Mr George Madden and Mr Gladstone Ogbonna for their assistance with technical set up support for Board meetings over the past year.

2. Follow Me RE Curriculum Developments

In 2023 the Board established a sub-committee, chaired by Rev Canon Professor Anne Lodge, to evaluate the 'Follow Me' RE curriculum and to determine what was required in terms of the renewal of the programme, which was first introduced in 2001 with the final books launched in 2008 with a revised infant's book being launched in 2010. Dr Jacqui Wilkinson and Ms Carolyn Good were invited to join the sub-committee, and the Board wishes to record its grateful thanks to the members of the sub-committee for undertaking this project in such a focused manner. The sub-committee reported back to the Board that, having reviewed the existing programme, their recommendation was that the content of lesson plans continued to be pedagogically sound, and that the curriculum did not require a 'rewrite'. Instead, the sub-committee recommended that the programme be redeveloped and renewed. The Board endorsed this recommendation.

Throughout 2024, the sub-committee has worked on the redevelopment of 'Follow Me'. A new website was developed, with a new logo and a 'new look' style of presentation. The new website www.followme.ie is designed to provide practical support for teachers in Church of Ireland primary schools in their provision of the Patron's Programme (Follow Me) and school assemblies. This content is regularly created and updated by Dr Jacqui Wilkinson. The second phase of the website will be a home for the digital slide decks for the teaching of the Follow Me programme. The sub-committee invited teachers, from a variety of primary schools under Church of Ireland Patronage, along with recent graduates from the CIC, DCU, now teaching is schools, to assist with the creation of lessons content into digital format; and the Board wishes to record its thanks to them for this work.

Work on this project continues into 2025 The first two books (3rd and 4th class) will be available in digital format for schools in September 2025.

The Board is also grateful to the teachers who have assisted with this project.

The redeveloped Follow Me RE website will be launched at General Synod 2025.

3. Board of Management Training – Primary Level

Training to Boards of Management in primary schools was rolled out across the dioceses in 2024. Starting in Kilkenny in January and concluding in May in Greystones, sixteen in person training sessions were delivered. Modules delivered included: Working Together: The Board of Management as a Corporate Entity. Recruitment and Appointment Procedures for Boards of Management and Child Protection Procedures in schools. Training was also provided in two dioceses for Patron Assessors who sit on interview panels.

A wide range of other school management topics are available to view in webinar format or in podcast format online. The links to online and podcast training topics was circulated to all schools in December 2024.

In January 2025, a very successful 'Welcome Day' for newly appointed primary principals was held in Christ Church Cathedral, Dublin, which begun with Morning Prayer, led by Dean Dermot Dunne, with a reflection by Archbishop Jackson. The first two sessions were provided by Dr Ken Fennelly and Mrs Susan Ellis on 'your relationship with your school Patron'; School Management Matters. The third session was provided by Rev Canon Professor Anne Lodge regarding the role and resources the Church of Ireland Centre, DCU can provide schools and by Dr Jacqui Wilkinson (Assistant Professor, CIC, DCU) who briefed participants on the development of the Follow Me curriculum and the Certificate in Follow Me which Dr Wilkinson delivers in CIC, DCU. Ms Sarah Richards and Mrs Margaret Brickenden participated on behalf of the Board. The Board wishes to record its grateful thanks to the Dean of Christ Church Cathedral, Dublin, Very Rev Dermot Dunne, for both hosting the event and for including participants in Morning Prayer on the day.

4. Conferences and External Engagement

The Board was represented or members participated in a number of educational conferences in 2024. On Easter Monday, the secretary represented at Board at the annual Irish National Teachers Organisation (INTO) conference in Killarney, Kerry and at the Catholic Primary Schools Management Association (CPSMA) in Galway. Mr Andrew Forrest attended the Joint Managerial Conference for Secondary Schools (JMB), along with the secretary. The deputy chairman of the Board, Rt Rev Michael Burrows attended the Education Training Boards Ireland (ETBI) conference in Galway. The Chairman, Archbishop Jackson, participated as a panellist in a 'shared island dialogue' event, hosted by DCU, at the invitation of the Department of the Taoiseach. Also, on behalf of the Board, Rev Canon Professor Anne Lodge participated in a number of consultation events organised by the Department of Education in regard to the DEIS scheme.

In reviewing school leadership, the Board noticed that the last number of years had seen a significant number of appointments of new principals. In this regard, a seminar and welcome day for newly appointed primary principals was planned in late 2024 and held at Christ Church Cathedral, Dublin in early 2025. The Archbishop of Dublin, as chair of the Board, began the day with a reflection during morning prayer. Three sessions were held for the attendees on 'your relationship with your school patron', delivered by the secretary and the second was on 'School management issues', delivered by the education advisor Mrs Ellis. The third session was delivered by Rev Canon Professor Anne Lodge regarding the Church of Ireland Centre, DCU, accompanied by Dr Jacqui Wilkinson, associate professor, CIC, DCU who briefed attendees on the updated and redeveloped 'Follow Me' RE curriculum. Feedback from attendees was that it was a useful and enjoyable event.

The Board is a participant in 'World Wise Global Schools' (WWGS) which is Ireland's national **Global Citizenship Education (GCE)** programme for post-primary settings. WWGS was set up in 2013 as the key channel through which Irish Aid support for GCE in post-primary settings is to be coordinated. The aim of the programme is to increase the number of post-primary settings engaging in quality global citizenship education by providing a comprehensive range of supports. Mr Andrew Forrest, board member, represents the Board at the WWGS steering group and participated in their online deliberations in 2024. In that connection, Irish Aid and WWGS held a symposium in May 2024 which outlined how schools can introduce Global Citizenship into teaching and learning in schools here in Ireland. Mrs Margaret Brickenden, board member, participated in the symposium on behalf of the Board. Further information is available here:
https://www.ireland.ie/en/irish-aid/what-we-do/global-citizenship-education/

The Board is a longstanding member of the Inter-European commission on Church and School and the International Association for Christian Education (which is also in partnership with the Conference

of European Churches - CEC). The secretary participated in online meetings of the IECS, which was concerned with winding up that organisation and refocusing its work into the International Association for Christian Education (IACE). The secretary was elected a member of the Board of the IACE at its General Assembly in Bratislava in November 2024. Through this involvement, the Church of Ireland is now connected to CEC in two respects and makes the involvement of the Church of Ireland more influential in the work of these organisations.

The Anglican Communion created a new network for education across the Communion in 2023. Archbishop McDowell appointed the secretary, Dr Fennelly, to the Anglican Communion Schools Network to represent the Church of Ireland on the network. The first meetings of this new network were held in London in January 2024 and online during the remainder of 2024. The network is chaired by Archbishop Kay Goldsworthy, Archbishop of Perth, Australia. The network aims to share understandings and explore Anglican ethos in a school context and to act as vehicle to strengthen and develop the understanding of how education is mediated in an Anglican context. The network is also developing plans to look at how 'best practice' can be shared with regard to RE, school assemblies, resources and for opportunities to bring an awareness to school communities of the global nature of Anglicanism and the church. The network intends to develop a strategic plan in 2025.

Reáchtáil An Foras Pátrúnachta a chomhdháil bhliantúil sa Chabhán i bhfómhar na bliana 2024 agus tá an bord buíoch den Dr Rita Kelly as ionadaíocht a dhéanamh ar an mbord ag an gcomhdháil.

5. Advocacy on Issues

The Board engages in an ongoing manner with the Department of Education through its participation in the 'Primary Education Forum'. Ms Sarah Richards and the secretary attend the 'Forum' on behalf of the Board and Church of Ireland primary schools. The Forum is an opportunity to engage directly with Department of Education officials regarding all aspects of policy development and policy implementation. While the representatives advocated on a range of specific issues over the course of the year; the issue that was consistently raised was the need to slow the pace of initiatives and development. It was highlighted to the Department that in 2024, nearly 100 Circular letters had issued to schools (some of which were highly technical) and that this created an impossible level of communications for busy principals and for voluntary boards to maintain awareness of policy developments. Representations were also made in relation to teacher redeployment, highlighting, as has been consistently done since the passing of the Education (amendment) Act 2012, that the system of teacher redeployment hinders Boards of Management from selecting suitable teaching staff for their own schools. The consistent position of the Board has long been that the 'supplementary' panel is unnecessary, and it was again put to the Department that the supplementary panel should be abolished.

The National Council for Curriculum and Assessment (NCCA) announced the implementation of the new primary level curriculum. This is a hugely significant development at primary level. The last primary level curriculum was introduced in 1999 (previously 1971). On behalf of the Board, the secretary and Dr Jacqui Wilkinson met with representatives of the NCCA in relation to ensuring that the new curriculum retains appropriate provision for the Patrons programme (in the case of Church of Ireland Schools, this is the 'Follow Me' RE programme). A written submission was also made to the NCCA on the same issue. Having viewed the published curriculum framework, the Board is satisfied that the new curriculum provides for adequate time for the teaching of the 'Follow Me' curriculum. In addition, Mr Aidan O'Shea, principal of Greenlanes NS, Dublin, attended implementation consultations with the NCCA in late 2024.

In Autumn 2024, Inspectorate of the Department of Education invited representatives of the Board to participate in consultations on School Self Evaluation. Ms Daphne Wood, principal of St Andrew's NS, Bray, Co. Wicklow and board member, participated in a number of meetings on this issue the Inspectorate and also engaged in consultations among her principal colleagues in order to represent their views more comprehensively.

Funding and resources were a major challenge for schools in 2023/24 school year. The Board, through its advisory and support service to schools, received various representations from schools outlining how rising costs of insurance, electricity, heating and fuel, teaching resources, maintenance and ancillary staff costs were all contributing to an extremely challenging financial environment for many schools. In advance of Budget 2025, the Board published a submission to the Department of Education seeking a significant increase in funding and resourcing for schools. The Board joined with other school management and education bodies to advocate in the strongest terms for an increase in funding to schools. Budget 2025 announced an increase in capitation levels for schools and a reduced pupil teacher ratio, along with increased funding around special needs. The Board wishes to record its thanks to the Minister for Education and Government for listening to and reacting to the concerns raised on behalf of schools. However, schools still face financial challenges, and the Board will continue to advocate for increased funding and resources into the future.

In making a submission on Budget 2025 to Government regarding primary education, the Board took the opportunity to raise again the anomalous situation of those second level schools under Church of Ireland patronage who are technically outside the 'free scheme'. The Board explained in its submission that this situation has arisen as the vast majority of Church of Ireland secondary schools remained outside the free education scheme, at the instigation of the Department of Education in 1968, but that through the receipt of capitation funding through the SEC 'block grant' would be treated by the Department of Education as 'analogous' to those schools which entered the free scheme. This arrangement was undone in 2009. All ancillary grant funding, capitation and capital funding and resourcing is not available to such schools. The Board again called on the Minister for Education to revisit this decision and to explore the possibility of opening a new equitable funding model for those schools which now find themselves in a position whereby they are precluded from receiving grant funding due to agreeing to a scheme put forward by the Department of Education some fifty-six years ago.

6. Education Policy Development

As a recognised 'education partner' and school management body, the Board is routinely invited by the Department of Education to involve itself in specific policy development in the form of membership of working groups, advisory or reference groups. The significant policy that came to publication in 2024 was the 'Bí Cinéalta' revised anti-bullying policy. The publication of this policy follows on from the publication of 'Perspectives on Bullying' (2023) and informs the work on redeveloping school anti-bullying procedures. There were 18 meetings of the 'Bí Cinéalta' advisory group in 2024 and the Board was represented by Mr Enda McGorman, education policy developer with our partner organisation the CPSMA. Discussions at the advisory committee gave close consideration to the terminology used in the document and the definitions and understandings of forms of bullying which were to be used in the final published procedures. The Minister for Education approved the finalised policy in June 2024. The implementation framework included a one-day cpd day for two school members and a training module for Boards of Management members. The new policy is published as part of the Wellbeing Promotion curriculum in schools and aligns to its five wellbeing pillars. Further information, including the full policy is available from the Department of Education website.

6.1 Code of Behaviour and Revised Child Protection Procedures

In March 2024, Minister Foley advised Dáil Eireann that the existing 'Developing a Code of Behaviour, Guidelines for Schools' (2008) would be revised by the TUSLA Education Support Service. Stakeholder consultations commenced on this issue in 2024 with a view to publishing revised guidance in 2025. The Board is grateful to colleagues at the CPSMA for their engagement on the detail of these deliberations.

6.2 New Working Together Procedures

The Board, in its capacity as a school management body at primary level, was a party to discussions among the INTO and education partners in the drafting of new procedures in relation to staff relations at primary level. The new procedures were approved by the Board and having received approval from the boards of the other management bodies, were promulgated for use in all primary schools from September 2024 (replacing procedures in place since 1994). Entitled 'Working Together', the published document contains three separate procedures for use with school staff:

1. Staff Relations Difficulties
2. Bullying and Harassment
3. Grievance Procedure

6.3 Revised Guidance and Information on Church of Ireland Primary Schools

As part of an ongoing project to provide renewed and updated information on Church of Ireland schools, the Board produced an information document aimed at being of use to prospective parental applicants to schools. This information booklet is available on the Church of Ireland website and will be publicised to schools for use at school admissions times. The Board also approved a reflection guide on school ethos for use by primary school Boards of Management. Further guidance and advice on various topics relevant to schools will be published online in the secure education section of the Church of Ireland website by the Board in 2025.

7. 'Small Schools' Administrative Cluster Initiative – Action Research Project

Support for smaller primary schools (with four teachers or less) has been an aim of the Board for many years. In furtherance of this aim, the Board has supported and engaged with the Department of Education funded and OIDE co-ordinated 'small schools administrative cluster' initiative. This project is in its third year and involves five clusters of primary schools around the country, which are in: Donegal (comprising of schools under the patronage of the Bishop of Derry and Raphoe), Gort and Connemara, Co. Galway, Wicklow and Kerry. Since the launch of the project in July 2021, a range of new developments have emerged in each cluster which have brought both efficiencies and synergies to the day-to-day management in the primary schools involved. The most recent development has been the granting of funding by the Department of Education and Youth to enable the recruitment of a shared administrative and management support officer for each cluster. The aim of making such appointments is to seek to reduce the workload on each school principal in the clustered schools. It is hoped that this initiative will have a wider impact across the primary education system and, in due course, mitigate against the challenges and pressures involved in the role of school principal.

The Board wishes to express its thanks to the Irish Primary Principals Network for their support in co-ordinating and supporting the establishment and development of the cluster of schools in Donegal under Church of Ireland patronage. The also wishes to thank Mr David Brennan of OIDE, national project co-ordinator for the 'Small Schools Cluster Project' for his work in this regard and for providing briefings to the Board.

8. Second Level Schools Matters

8.1 SEC

The SEC is an independent company which is fully funded by the Department of Education through an agreement relating to the payment of capitation funding dating back to 1968 and continues to provide financial support to second level students who are of a Protestant denomination. Over sixty Protestant denominations are currently recognised for grant eligibility purposes. In 2023/24 €5.942 million in grant support was paid to approximately 1,285 recipients. 52% of recipients are in band 1, meaning that those recipients have an income of €20,000 or less. The members of Committee are nominated by the Church of Ireland, Methodist Church, Presbyterian Church in Ireland and the Religious Society of Friends (Quaker) and elected to serve as directors of the SEC (clg) at the AGM of the SEC.

Having served six years as Chairperson of the SEC, Ms Hazel Corrigan, resigned as chairperson in March 2025, while remaining a director of the SEC, and was succeeded by Mr Gavan Woods. Dr Fennelly also serves as the Company Secretary of the SEC. The SEC staff are: Mrs Claire Enright (Grants Manager) and Ms Vivienne Rowntree (Operations Manager); assisted by two-part time seasonal staff to assist with means testing of applications.
The reporting requirements of the SEC changed in 2019. The annual report of the SEC is provided to the Department of Education and is published on its website at www.secgrant.ie in July each year.

8.2 School Leadership Appointments – Post Primary.

The congratulates the following on their appointments as Principal/school head in 2024:

- Mr Alan Cox on his appointment as principal of Rathdown (Senior) School, Dublin
- Ms Deborah Crean on her appointment as principal of Temple Carrig School, Greystones, Wicklow
- Mr Brian Moore on his appointment as headmaster of Wesley College, Dublin.
- Mr David Bane on his appointment as principal of Mount Temple Comprehensive, Dublin.

9. Ukrainian Humanitarian Crisis and Schools

The war in Ukraine continues to impact on schools in Ireland. While figures are not available on a school patronage basis, general figures available from the Department of Education give a clear indication of how the Irish education system has played its part in assisting in the humanitarian consequences which the Russian invasion of Ukraine has created. Up to December 2024, 15,625 children and young people were enrolled in Irish schools at primary and post-primary level with 10,141 at primary level and 5,484 at post-primary level: with 1,514 primary schools and 580 post primary schools making those enrolments. Over 5,000 of those students travel to and from school on Bus Eireann; which has secured school bus routes for many rural primary schools. Clergy associated with Church of Ireland schools have reported that the influx of significant numbers of Orthodox Christians into various parts of rural Ireland has been an ecumenical ‘learning curve’ for all involved.

10. School Management Support and Advice

The education office at Church House, Rathmines, Dublin 6 provides a support and advisory service to school Board of Management chairpersons and principals to over 190 primary schools across all dioceses in the Republic of Ireland. This service is provided by the secretary, Dr Ken Fennelly and Mrs Susan Ellis, education advisor, who fielded over 2,000 enquiries from schools (by phone, email and in person) over the course of 2024. The service is augmented by further support available from the panel of education advisors at the CPSMA helpline.
In 2024, the ‘secure area’ on the education section of the Church of Ireland website was developed as a repository for information and materials frequently sought by primary schools, such as template employment contracts, training resources and guidance documents. Work continues as on the development of this resource.

10.1 Garda Vetting numbers

The Board of Education/Safeguarding Office carries out Garda Vetting in respect of ancillary staff and volunteers in Church of Ireland primary schools. In 2024, 2,905 applications were vetted in respect of schools. The Board wishes to thank Ms Christine Cody and Mr Alex Kinch for their work in the Garda Vetting Unit. This work is part funded by the Department of Education and Youth, and the Board expresses its thanks to the Department of Education and Youth for this support.

11. Church of Ireland Centre, DCU – Update 2024

The core work of the Church of Ireland Centre, DCU is concerned with the Bachelor of Education programme. The Centre delivers key components on the B.Ed to the Centre’s students including the teaching of the RE Certificate in Teaching the Follow Me programme, delivering Religions, Ethics, Morals & Values modules, the Small Schools specialism and additional supports in Irish. Students on

the CIC B.Ed pathway undertake the majority of their placements in schools under Church of Ireland and other reformed Christian patronage. The Centre also supports programmes for post-primary religion teachers and chaplains.

Twenty teachers completed the RE Cert course (Follow Me) with Dr Jacqui Wilkinson in 2024. The course was a combination of afternoon/evening online sessions and attendance at three webinars. The course is again planned to run in 2025. Three webinars for schools were also held in 2024 on the themes of the new Primary Curriculum Framework and Religious Education, World Religions and RE, and Critical Incidents in the school. The Critical Incidents webinar was co-facilitated by Dr Jacqui Wilkinson, Rev Suzanne Harris and Ms Susan Ellis (CPSMA).

The new Follow Me website (www.followme.ie) went live in November 2024. It provides online resources for all Church of Ireland primary schools in terms of RE and school assemblies. The launch of this site is the first phase of the Follow Me redevelopment project and will host slide decks of lessons for teaching the programme. The 3rd and 4th class books in the programme will be available for teachers from September 2025. Dr Jacqui Wilkinson and Ms Carolyn Good have been leading this project and a team of practising teachers worked as part of a slide development team. This project is ongoing.

The Director of the Centre reviews all applicants for the Centre's B.Ed pathway to check eligibility for entry in line with the requirements of the derogation to the Employment Equality Act. The Centre produces information for post-primary schools and deals with many enquiries about the pathway. In September 2024, a new cohort of 1st year students commenced the B.Ed programme with the Centre. These students come from all around the Republic of Ireland. The Church of Ireland Centre, DCU, liaises with primary schools under Church of Ireland and other reformed Christian patronage through school placement for its students, as well as the provision of supports, participation in research and sharing of a biannual Newsletter.

During 2024, the Centre hosted a six-month project to study and archive historical materials held in Mount Temple Comprehensive. Some of these materials belong to Mount Temple, some to the older schools that amalgamated into Mount Temple in the early 1970s, with the majority forming part of the historical archives of 'The Incorporated Society for the Promotion of Protestant Schools in Ireland' which was founded in 1733. This project completes the consolidation of the archive material of the Incorporated Society, thereby creating a complete historical education archive from 1733 to 1973, and is therefore, one of the most important archives of schools' and patronage in Irish education. The Centre hosted an Advent Carol Service in the DCU All Hallows' Chapel for eight primary schools from the Dublin area and plans to expand this in the coming year. Detailed reports on these events can be found on the Dublin and Glendalough diocesan website and the Church of Ireland website. Rev Canon Prof Lodge and Dr Fennelly presented a paper at the Educational Studies Association Ireland (ESAI) conference on the Protestant Comprehensives to fill a gap in the history of education which they had identified.

12. Conclusion

The Board wishes to highlight to General Synod that 2025 marks 50 years since the introduction of Boards of Management in the Irish education system inn 1975; replacing the 'single manager', with a move to a more democratic form of school governance that reflected the community of the school. Boards of Management received a legislative basis 25 years ago with the passing of the Education Act (1998). The move to a democratic form of school governance was one of the most significant developments in the Irish education system in modern times. The Board is considering several initiatives to mark this important anniversary and looks forward to reporting on this matter to General Synod in 2026.

In presenting this report to General Synod, the Board is conscious that much of the content the report reflects developments at a 'systems level'. However, the Board wishes to take this opportunity to recognise how school communities – staff, pupils and Boards of Management – continue to deliver the work of teaching and learning and do so in a dedicated and professional manner. In 2024, there were over 30,000 children and young people enrolled in primary and post-primary schools under Church of Ireland patronage. It is obvious that the formational impact that schools play in the lives of all these children and young people will have an inestimable influence in Irish society, for generations to come. This impact and influence should be valued by the community of the Church, in every diocese, which is an important element in the outworking of the mission of the Church.

In making this report to General Synod 2025, the Board wishes to note that it is entering into a new triennium for its members (2025 to 2028) and wishes to thank those members who served during the last triennium for their input and involvement in the work of the Board.

Board of Education NI - General Synod Report 2025

AIMS

The current aims of the Board of Education NI are, to:

- Develop, in conjunction with other churches, a clear and shared vision of education shaped by core values of the Christian faith.
- Advise the Synod of developments in educational policy in NI and represent the Church as an educational partner to the Department of Education and other educational bodies.
- Liaise with other churches within the Transferor Representatives' Council (TRC) in promoting the interests and safeguarding the rights of transferors.
- Facilitate the nomination of transferor governors to controlled primary and post-primary schools.
- Make submissions to relevant government departmental consultations.
- Engage with the Education Authority, the Controlled Schools Support Council and other sectoral bodies.
- Engage with Institutions of Higher Education regarding the future preparation of teachers for the Controlled sector.
- Seek, in conjunction with other churches, continued curriculum support of the RE core syllabus in schools.

Report

1. Current Issues

The Board of Education (NI) remains deeply concerned of the stress and weariness among Principals, teachers, governors, and other staff in our current education system. Staff are dealing with increasing demands both physically and emotionally. The Board would ask synod members to pray for all schools and for clergy to be present in their local schools as support for Principals and their staff.

The Board of Education (NI) is still concerned by the voices in the media, politics and society which might question the role of faith in education. The Board believes that a school is best served by a non-denominational Christian ethos open to those of all faiths and non.

The Board of Education (NI) continues to support the TRC in their pursuit of a revision to the Religious Education curriculum in Northern Ireland. The Board of Education (NI) endorse the position that Collective Worship is a Christian act and is vital in the retention of a Christan ethos in all Controlled and Church of Ireland schools. The Board is encouraged by the Minister delivering a strategic review of the NI Curriculum and hopes this will lead to a detailed content review in the near future.

The Board of Education (NI) is actively supporting the final stages of the reconstitution of the boards of governors and encourage all those who appoint governors to do so prayerfully and with wisdom.

The Board wishes to thank all clergy who have nominated themselves and many other representatives to boards of local schools.

The Board wishes to thank its secretary, Dr Peter Hamill, for his ongoing service and commitment to the Board.

2. Education Authority (EA)

The Rev Canon Amanda Adams has served as representative on the Board of the Education Authority (EA) since its formation in 2015. Canon Adams was due to complete her term of appointment on the same date but, due to her level of experience and her various roles on the Board, she was requested by the Chair of the EA to remain for another year until she reached the maximum statutory limit for Board membership which cannot exceed 10 years. During this final year Canon Adams welcomed the opportunity to liaise with Mr Ray Gilbert who was nominated, following an open selection process, to replace Canon Adams from 1 April 2025. Following a lifetime career in Education as a teacher and then as a senior Board Officer, Mr Gilbert will bring his own considerable expertise and experience to the Board. His appointment will ensure that the direct involvement of the Church of Ireland in the work of the Education Authority remains an effective and practical expression of the church's concern for the moral, social, spiritual, intellectual, physical, and mental development of the next generation.

Established under the Education Act (NI) in 2014, the EA is a non- departmental public body, sponsored by the Department of Education (DE), and as such is responsible to DE for ensuring that efficient and effective primary and secondary education services are available to meet the needs of children and young people. It is the employing authority for all staff in Controlled Schools and for non-teaching staff in Catholic Maintained Schools and is the funding authority for Voluntary Grammar and Grant Maintained Integrated Schools. Since its inception, EA also has statutory duties relating to the facilitation and promotion of Integrated Education, Irish Medium Education, Shared Education and the Community Use of Schools. EA also provides and delivers Youth Services in Northern Ireland, both directly and indirectly through its support of the voluntary sector.

Since its establishment in 2015 the EA has faced considerable challenges. Underfunding has made it difficult to recruit and retain senior officers for what is, after Health, the largest and most complex organisation to run. During 2024, the EA's Chief Executive, Ms. Sara Long, resigned to take up another post. Ms. Long made a considerable contribution to the effective restructuring of the EA and her resignation was received with regret. The role of CEO has been filled temporarily with the secondment of Mr Richard Pengelly who, as an experienced senior civil servant, has ensured that the work of transformation has continued unabated and that the EA remains focused on meeting the needs of over 340,000 children and young people who depend on receiving excellent educational provision. The EA Board plays an important challenge function and exists to hold officers to account on behalf of all the stakeholders who engage with EA and school services.

In common with other countries and jurisdictions, Northern Ireland has experienced a significant rise in the number of children presenting with special needs over the last 10 years. This increase has been evidenced not only by the growing numbers of children being identified with special needs but also by the increasing complexity of those needs. The Department of Education has been undertaking an End-to-End Review of special needs provision and policy but as the results of this have been published, the EA has greatly expanded the availability of special needs places through the provision of supported special needs placements in mainstream schools and in maximising places in Special Schools where the profound and complex needs of children require these specialist placements. Whilst additional capital funding was secured, the effort and cross directorate working of staff must be commended so that despite tight timelines, every special needs child was offered an appropriate placement at the commencement of the school year. However, it must also be recognised that special needs provision continues to place an immense pressure on the overall education budget. The Board has therefore

concentrated on supporting Officers to make the most effective use of resources as measured by their beneficial outcomes for children and young people and their families.

Financial pressures also underpinned a long period of Industrial action by teachers and non-teaching employees. Whilst some significant resolution was achieved during the year in respect of pay and grading, industrial relations are still in a precarious state. Despite this, the EA has continued to listen and engage with staff and stakeholders and to encourage their participation in the co-design of improved services. Key to these improvements have been the advances made in the development and delivery of digital services. The Education Information Solutions (EdiS) programme has already provided a number of benefits from the extension of wireless connectivity to Nursery Schools for the first time to the provision of digital portals making admission applications easier for parents and time saving for staff. Human Resources support for schools has also been enhanced through various digital solutions. EdiS has provided other significant enhancements and improvements and will continue to do so.

In a brief report such as this, it is impossible to convey the breadth and scale of the work of the EA. The Church of Ireland representatives have worked tirelessly to ensure that, despite the complexities involved, the outcomes for children and young people are being realised as intended and that when service occasionally falls short, remedial action is quickly and effectively taken. The EA does not set educational policy but it is the duty of the EA Board to ensure that educational policy and procedures are implemented fairly and effectively and to influence policy improvement where appropriate. Board participation is an essential ministry of service.

Transformation, increased cost effectiveness, and efficiency are also underpinned by improved services. The Education Information Solutions (EdiS) Programme launched in 2021, is the largest such programme in Europe. A ten-year programme will, when fully implemented, support a dynamic educational environment and delivery of digital services. Significant progress has been made during the year allowing parents easier access to services as well as improved access for schools to HR, payroll, and other administrative functions. All of these have yielded high levels of user satisfaction.

Unfortunately, the EA continues to face huge financial pressures. EA began the 2022/23 financial year with an underlying, recurrent opening deficit which had built up over the preceding years from unfunded, inescapable demand pressures and unfunded pay and price

inflation. The funding gap increased during 2023, and EA faced demands to further reduce expenditure by more than £200 million. There is no question that such a reduction will negatively impact every child in Northern Ireland with a disproportionate impact on the most vulnerable and those from socially deprived areas. It was against this background that EA had to make provision for increasing numbers of children with special educational needs. EA staff, and schools are to be commended on how they have worked collaboratively and with innovation to meet the needs of children in these circumstances. The EA Board also faced very difficult and challenging decisions and will continue to do so unless and until education in Northern Ireland is properly funded.

During the coming year the EA will proceed with the reconstitution of Boards of Governors in all schools. The importance of having all Transferor posts filled in Controlled Schools cannot be overestimated as this will ensure that the church can continue to work for the benefit of children and young people in local communities to help them to discover and fulfil their God given potential.

The Board wishes to thank Canon Adams for her steadfast and wise work as a member of the EA Board.

3. Transferor Representatives' Council (TRC)

TRC has held meetings with a range of key stakeholders in the education sector including the Minister of Education, Education Authority, Stranmillis College, Controlled Schools Support Council (CSSC), Council for Catholic Maintained Schools, Catholic Trustees Support Service, and Northern Ireland Council for Integrated Education. The TRC has also engaged with local political parties to ensure they keep education at the forefront of their policies.

The TRC continues its role at all levels of Area Planning including: the Department of Education Area Planning Strategic Group (APSG); the Area Planning Working Group (APWG); and the Area Planning Local Groups (APLG). Dr Hamill is the TRC representative on APSG, APWG, and APSG (southwest) and Mr Ian Bell is the TRC representative on the East APLG,

The TRC continues to work with representatives from the Catholic Church to agree the conditions required for creating Jointly Managed Church Schools. The working group have agreed on an ethos document, a guide to creating such a school and minimum conditions for consideration of such a school. They are currently working on a joint Scheme of Management document and look forward to a real project to work on.

The TRC will be supporting all church nominators of Transferor Governors through the current process of reconstitution. The TRC would encourage all clergy and nominators to ensure that all Transferor Governors positions are filled with the best persons to serve our children and the schools they attend.

The TRC is chaired by Dr Andrew Brown (Presbyterian representative) and the four Church of Ireland representatives are Bishop Andrew Forster, Rev Amanda Adams (Vice-Chair), Rev Catherine Simpson, and Dr Peter Hamill.

4. Controlled School Support Council

The Controlled Schools' Support Council (CSSC) is the advocacy body for Northern Ireland's controlled schools. Established in September 2016, it is gone from strength to strength and more than 95% of controlled Schools are members.

Dr Hamill is the Church of Ireland TRC representative on the CSSC Board. CSSC continues to raise the profile of the Controlled Sector, and the Board of Education (NI) is delighted the impact CSSC makes on schools and wider education issues. CSSC supports schools facing changes and comments directly on the individual development proposals published by the Education Authority.

The Minister of Education commissioned a report submitted in December 2024 to look at the way forward for the support of Controlled Schools. In January 2025 he announced the potential formation of a unit within EA to support the Controlled Schools with the aim of creating a standalone body in the future.

5. Church of Ireland Schools

The Board of Education NI has been active in the support of Seagoe Primary School in Portadown and The Drelincourt School in Armagh. The Board has been working closely with the governors of The Drelincourt to support them in submitting a Development Proposal for potential closure.

APPENDIX 1 - MEMBERSHIP

THE GENERAL SYNOD BOARD OF EDUCATION MEMBERSHIP
(from 31st March 2025 – 31st March 2028)

THE ARCHBISHOPS AND BISHOPS (Ex Officio)
THE HONORARY SECRETARIES OF THE GENERAL SYNOD (Ex Officio):
Rev Canon GV Wharton
Mr K Gibson
Ms H Corrigan
Rev Canon M Kingston

Elected members: 2 from each diocese (one clerical and one layperson):

Armagh
Rev Canon M Kingston
Mr T Flannagan
Clogher
Rev L Capper
Ms R Barton
Derry and Raphoe
Rev Canon H Gilmore
Mr D West
Mrs A Reid
Down and Dromore
Rev C Simpson
Mrs D Cheshire
Connor
Rev P Jones
Mr R Gilbert
Kilmore, Elphin and Ardagh
Very Rev N Crossey
Vacant
Tuam, Limerick and Killaloe
Rev S Cousins
Mrs M Brickenden
Dublin and Glendalough
Rev S Hanily
Mr J Aiken
Meath and Kildare
Rev Canon JDM Clarke
Mr T Smyth
Cashel Ferns and Ossory
Rev Canon H Oxley
Mrs M Jacob
Cork, Cloyne and Ross
Vacant
Mr P Stobart

Co-opted members: (including 9 representatives of teachers) along with NI Board nominees:

1. *Vacant (CIPSMA)*
2. Very Rev N Sloane (Sunday School Society)
3. Rev Canon Prof A Lodge (Third Level)

4. Dr E Gash (ISA)
5. Mr N Barrett (ISA)
6. Mr A Forrest (ISA)
7. Mr K Sparling (ASTI)
8. Mrs S Hall (ASTI)
9. *Vacant (TUI) - pending*
10. Ms S Richards (PSCICE)
11. Ms R Frazer (PSCICE)
12. *Vacant (PSCICE) - pending*
13. Mr L Hawkins (CIYD)
14. Mr S Henry (CIYD)
15. Rev A Adams
16. Mr M Johnston
17. Miss F Boyd
18. Mr R McLoughlin, OBE.
19. Mr I Bell
20. Prof Purdy, OBE

Observers:
Dr R Stevenson
(Presbyterian Church in Ireland)
Ms D Wood
(Methodist Church in Ireland)

In Attendance:
Dr K Fennelly, Secretary
Dr PJ Hamill, Secretary NI
Mrs S Ellis, Education Advisor

GENERAL SYNOD BOARD OF EDUCATION - EXECUTIVE COMMITTEE (2025-26)

Archbishop of Armagh
Archbishop of Dublin
Hon Secretary NI
Hon Secretary RI
Rev C Simpson
Mr T Flannagan
Mr R McLoughlin, OBE
Ms S Richards
Mr A Forrest
Mrs M Brickenden

In Attendance:
Dr K Fennelly, Secretary
Dr PJ Hamill, Secretary NI

BOARD OF EDUCATION (REPUBLIC OF IRELAND) (2025-28)

Ex officio members:

The Archbishop of Dublin (Chair)
Honorary Secretaries – Rev Canon GV Wharton, Ms H Corrigan

Elected by House of Bishops:
Bishop of Tuam, Killala and Achonry (Deputy Chair)
Bishop of Clogher.
CIYD representative:
Mr L Hawkins
Sunday School Society:
Very Rev N Sloane
Diocesan Representatives (elected):
Vacant, Mrs M Brickenden.
Post primary representatives:
Mr A Forrest, Mr K Sparling
Third level representatives:
Rev Canon Professor A Lodge, *vacant*
Primary representatives:
Ms S Richards, Rev Canon H Gilmore

Co-options GS BOE: *two at the discretion of the Board from among GSBOE members*
None as of 31 March 2025.

Observers:
Dr R Stevenson
(Presbyterian Church)
Ms D Wood
(Methodist Church)

In Attendance:
Dr K Fennelly, Secretary, Board of Education (Republic of Ireland)
Dr P Hamill, Secretary, Board of Education (Northern Ireland)
Mrs S Ellis, Education Advisor

BOARD OF EDUCATION (Northern Ireland) (2025-2028)

Ex-officio:
The Archbishop of Armagh (Chairman)
The Bishop of Derry and Raphoe
Rev Canon M Kingston (Clerical Hon. Sec)
Mr K Gibson (Lay Hon Sec)

Elected Members:
Armagh:
Rev Canon M Kingston
Mr T Flannagan
Clogher:
Mr P Thompson (Board of Education only)
Miss I Knox
Connor:
Rev A Campbell (Board of Education only)
Mr R Gilbert
Derry:
Vacant
Mrs A Reid
Down:
Rev C Simpson
Vacant

Co-opted Members:
Rev A Adams
Mrs R Forde
Mr M Johnson
Miss F Boyd
Mrs E Trew
Prof N Purdy, OBE
Mr I Bell
Mr R McLoughlin, OBE
Mrs D Cheshire

CIYD Representative
Mr S Henry
Honorary Secretary Board of Education NI – Vacant
Honorary Treasurer Board of Education NI – Mr M Johnson
Secretary to the Board of Education NI – Dr PJ Hamill

In Attendance:
Dr PJ Hamill, Secretary
Dr K Fennelly, Secretary RI

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Church of Ireland Youth Department

General Synod Report 2025

MEMBERSHIP
Executive

President	The Most Rev Patricia Storey
Chairperson	Mrs Brigid Barrett
Treasurer	Mr Edward Hardy
Secretary	Mrs Judith Peters

Miss Valerie Walker

Central Board – Executive (above) and:

Rev Peter Ferguson
Rev Alan Breen
Miss Sally Siggins
Rev Martin O'Kelly
Rev Canon Malcolm Kingston
Mr Andrew Watson
Rev Canon Nicola Halford
Rev Peter Blair
Rev Lindsey Farrell

Co-options
Mrs Brigid Barrett
Mrs Hilda Connolly
Mrs Claire Hinchliff
Mr Nathan Kingston
Miss Hannah O'Neill

Standing Committee Representatives
Miss Harriet Wilkinson
Mr Edward Hardy

National Youth Officer
Mr Simon Henry

Youth Ministry Development Officer (Southern Region)
Mr Luke Hawkins (commenced August 2024)

Office Manager
Mrs Barbara Swann

Executive Summary
The CIYD team consists of a National Youth Officer, Mr Simon Henry, and a Southern Regional Development Officer, Mr Luke Hawkins, who commenced in August 2024. They are both provided with administration and communications support by our Office Manager, Mrs Barbara Swann.

CIYD frames their work through their Strategic Plan 2022-2025, alongside engagement and support from The Department of Children, Equality, Disability, Integration and Youth (ROI) and the *National Quality Standards Framework* - a process of self-evaluation and continuous improvement in refocusing its role and areas of ministry for the future.

Developments of note in 2024 were:

- All Island Youth Ministry Audit Survey – This was a considerable piece of work for our staff as we sought to assess the current landscape of youth ministry provision post COVID across the island.
- The continued success & engagement of the *Young Leaders In Ministry Fund*, established to celebrate the 150th anniversary of the Act of Disestablishment and to support Church of Ireland Ministry in the future, for young people aged 15-25 years actively involved in church life.
- NEXT STEPS – A bursary fund to significantly encourage the number of young people and current youth leaders to undertake 3rd level qualifications and development within the wider youth ministry sector, supported by the Priorities Fund.
- CIYD National Youth Forum meeting in January, the 3rd of a 3-year cycle focusing on mental well-being and faith & church.
- Missional Generation partnership – VR (Virtual Reality) and AR (Augmented Reality) resources including 3 days of seminars and workshops at Summer Madness & youth leader care box giveaways
- Partnership with the Mind Matters & Action Mental Health to provide mental health training to young people and youth leaders.
- Prayer Journal – Linking in with CIYD's A Day of Prayer for the Church's Ministry with Young People, the Sunday before Advent, this free journal was created in partnership with Missional Generation.

CIYD ACTIVITIES IN 2024

All our activities continued to support and develop youth ministry with key stakeholders.

Youth Ministry Leadership: Support and Development

In partnership with dioceses, and in response to their specific needs, CIYD organised regular training and support events for those involved in youth ministry in a paid (full-time and part-time) or volunteer capacity. These events were tailored to the needs and contexts of each region.

- The 'Connect' programme - Partnering with the Irish Methodist Youth Department, continued throughout 2024 with relevant training for youth workers and volunteers. This included looking at the landscape of youth ministry 'cross Ireland with Mr Andy Hickford, Pastoral Care training with The Big House Ireland and our "Connect Christmas' event in December with lunch and a Christmas Communion led by Bishop George Davison of Connor Diocese.
- Annual Youth Workers' Retreat - We had our annual retreat for youth workers in Ibiza, linking in with the work of 24/7 Prayer to go out on to the streets and pray for people and assist them practically. We also had daily bible study lead by Rev Adrian Green, who until recently was the Anglican priest in charge on the island. Thanks to Adrian, his wife Linda and Miss Gemma Barclay of 24/7 Prayer Ministry for their warm welcome and facilitation facilitated by the Diocesan staff team in the Diocese of Manchester – it was great to spend time away together with like-minded folks and see evangelism at work in hard places.
- Summer Madness - The festival continues to thrive at its new home on the grounds of the Portglenone Monastery, Co Antrim. Numbers were very encouraging from the majority of our dioceses, and it is heartening to see young people together worshipping and learning more about Jesus. Our National Youth Officer, Mr Simon Henry, was also a host on the mainstage platform at worship sessions each

day with the CIYD venue very active with a programme of seminars each day focused on digital discipleship opportunities.

- Winter Madness - CIYD was involved with supporting this Saturday evening event in Dublin & Glendalough Diocese in March, with a packed church at Holy Trinity, Rathmines and our National Youth Officer Mr Simon Henry on hosting duties.

Engagement with Young People

Whilst most of the work of CIYD seeks to resource Youth Leaders and to be available to assist in Youth Ministry Programmes, where guidance is appreciated and where participation is sought, the organisation is also keen to assist directly with diocesan youth programmes.

- National Youth Forum - This annual event, which gathers young people from each diocese to be a voice for affecting change in the church, took place with encouraging attendance from all over the island and lead by Bishop Michael Burrows for our opening plenary and facilitation by Ms Susie Mapledoram (Youth Officer for Diocese of Manchester) in the third of a 3 year cycle focusing on young people, mental health and their faith journey.
- Summer Camps - Throughout the summer months our full-time staff supported Diocesan summer camps and events.

Diocesan Support

CIYD is heavily involved in supporting Youth Leaders, both employed and volunteer, in the work that they do with young people across both the Northern and Southern Regions. They have also worked to raise the profile of youth work in the wider church. This has been done in a variety of ways:

- Direct work with Dioceses - CIYD staff supported a range of Diocesan events and weekends, resources etc as well as working with certain Dioceses on strategic development and supporting DYO's in their role.
- DYO Gathering - CIYD hosts an annual retreat for Diocesan Youth Officers, facilitated by Innovista Ireland in November, in Mount St Annes, Portarlington.
- Day of Prayer 2024 - This well-established Day of Prayer for young people and youth ministry, on the Sunday before Advent, continues to be popular with a resource book available in print and download. It can be used in lots of other ways to develop prayer opportunities in young people, groups and services. In 2024 we were able to offer free copies of another print run of our 'Prayer Journal' for young people to compliment the current resource.

Resource Development and Communication

CIYD like to be available for recommending and providing resources for youth leaders and clergy in a wide range of areas related to youth ministry.

- Youth Ministry Audit Survey - This was a considerable piece of work by staff in terms of production and promotion, especially as we were down one staff member for much of 2024. The last survey of its kind was completed around 2008, and the landscape of youth ministry has changed dramatically in that time. We had a positive response rate from parishes and the results are now available on our website and will hopefully challenge, inform learning and shape strategy for future youth ministry both nationally and locally. Huge thanks to our staff, Executive & Central Board members, Diocesan Youth Officers, and all involved in the important promotion of this survey. Thanks also to Mrs Olive Good for her assistance and support with the findings of the survey.
- 'I Believe' - This Confirmation resource continues to prove popular with both clergy and young people alike and merited a recent reprint. The resource has been written with the content of the Church of Ireland Confirmation Service in mind and refers to elements of the Apostles' Creed, The Ten Commandments and the Church Catechism. It is a 12-week course examining essentials of our faith and offers interactive activities to enhance the learning experience for candidates.

- 'Missional Generation' - VR (Virtual Reality) and AR (Augmented Reality) resources, including leaders care box.
- Prayer Journal - This very popular resource for young people was reprinted this year to link in with our annual Day of Prayer for young people and youth ministry and quickly disappeared from CIYD shelves.

National Quality Standards Framework
This process involves self-evaluation of the organization based on various criteria laid down by the Department of Children, Equality, Disability, Integration and Youth.

Representation and Collaboration
CIYD staff and Central Board members continued to represent the Church of Ireland on committees of the following organisations: -

- Church of Ireland Board of Education (ROI & NI)
- Church of Ireland Council for Mission
- The Board for Ministry with Children and Families
- Department of Children, Equality, Disability, Integration and Youth
- National Youth Council of Ireland Board - Special Orgs, Equality and Inclusion Network & Membership Review Committee
- Summer Madness Main-stage committee and seminars teams
- Youth Link NI Council – at present the partnership is being explored
- 'Together' Youth Leaders Forum
- Education Authority (NI) Regional Advisory Group

CIYD ACTIVITIES IN 2025

Our staff team continue to work closely with Diocesan Youth Officers and key stakeholders in each Diocese so that CIYD can better complement the work of each Diocese and seek to establish new initiatives and links where appropriate.

Youth Ministry Leadership: Support and Development

- Southern Region - Bespoke training events will continue to take place both to support existing youth leaders and to equip upcoming leaders as well as collaboration with diocese in seeking missional opportunities.
- Northern Region - Regular training days are planned for the year ahead with our 'Connect' programme in partnership with the Irish Methodist Youth Department. A youth workers' retreat is planned for May to Liverpool linking in with the Diocese of Liverpool and some of their clergy.
- Summer Madness - CIYD will be running the Connect Café as usual and hosting breakfasts and a seminar stream for youth leaders, developing our partnership with Missional Generation. CIYD is also involved in shaping main stage and seminar streams at committee level as well as having our National Youth Officer, Mr Simon Henry, as one of the mainstage hosts.
- CIYD Youth Forum - CIYD's annual Youth Forum in 2025 will have a focus on young people in schools, sharing their faith story experiences effectively and tools for evangelism with others outside of church & church life.
- Pancakes & Prayer - For 2025, CIYD will collaborate with Bishops' Appeal and the Fields of Life charity to engage young people and churches in fundraising efforts, prayer focuses and mission awareness regarding on going work in South Sudan schools.
- Schools Ministry - CIYD will have a focus on schools and chaplaincy ministry in the Southern Region to maximise training opportunities and potential for faith growth within our schools.

Development and Communication

- Churches working together – Northern Region - Under new Education Authority (NI) funding streams and criteria, denominational youth departments are actively looking at new ways of working together to benefit faith development in young people across the region, as well as becoming individual Regional Voluntary Youth Organisations to the benefit of funding for parishes and groups on the ground.
- Holy Habits - CIYD aims to launch a youth group bible study resource in 2025.
- Instagram - CIYD will continue to focus on our account - **ciyd_insta** – in 2025 to improve communications with relevant stakeholders and agencies and to promote our own work resources.

National Quality Standards Framework

The NQSF process will continue with the implementation of a Continuous Improvement Plan for those involved in working for and running the organisation.

Representation and Collaboration

CIYD staff and Central Board members will continue to represent the Church of Ireland on committees of relevant organizations.

DIOCESAN REVIEW:

Armagh

The Youth and Children's board of the diocese (known as AYaC, Armagh Youth and Children) has continued to serve the diocese faithfully across 2024. It was with real regret that the AYaC 'overnight' for teenagers (January 2024) had to be cancelled due to unforeseen circumstances. However, the Easter dawn service saw c. 300 worshippers meet to celebrate the Risen Christ, a joyous occasion.

The Youth and Children's board across 2024 has recruited new members, bringing experience and new skills into this ministry. The AYaC board itself has also begun to focus not just on diocesan wide events but on how best the knowledge and experience of the board members might be used in regard to local youth and children's ministry initiatives. Across 2024 a number of parishes began (for example) to take on 'Messy Church' worship with the support of the committee.

At the time of writing this report, the AYaC board are busy in organising the annual AYaC 'Big overnight'. Twenty-four hours of fun, faith and fellowship for parish youth groups. The diocese is very grateful that Mr Simon Henry of CIYD will be the guest speaker. August 2025 (DV) will see members of the board lead a diocesan group of young people to Romania with Habitat for Humanity. An excellent opportunity for those aged 16+ to serve families in need of adequate housing.

The Flourish Initiative

The Archbishop's 'Flourish Initiative' continued to become more established across parishes in the Diocese of Armagh across 2024. It was very encouraging seeing local volunteer teams (including children and young people) within the initiative develop their own projects, share ideas and information with each other and both identify and seek funding for on-going 'creation care' ministry. The initiative saw the 'Big Bulb' plant launched in October 2024 alongside every parish been given a native oak sapling to plant. A video of Flourish Initiative projects can be found at www.armagh.anglican.org

The Vocations Roadshow

Volunteering of course is central in the how the local Church engages in ministry and mission. To this end, the Diocese of Armagh across three evenings focused on vocations to ordained and lay ministry including youth and children's ministry. Much was learnt from these occasions and the on-going need to share God's call to serve across all generations.

Networks update

The Church of Ireland Youth Department continues to offer a range of Youth Leader training days and opportunities for Diocesan Youth Officers to gather for teaching, prayer and worship. These occasions provide a strong link with colleagues and issues across the Church. Opportunities for young people to meet such as at Summer Madness and the annual Youth Forum and are also gratefully appreciated alongside annual funding

from CIYD. It is also worth noting that CIYD resources such as the 'Young person's Prayer Journal' and the 'I Believe' confirmation pack have seen a strong uptake across Armagh diocese.

CASHEL, FERNS & OSSORY

Again 2024 was a very encouraging year for diocesan youth ministry and we are delighted that we have had nearly a full year with the Rev Ger James as our DYO for Cashel, Ferns & Ossory.

In March we held a very large diocesan confirmation retreat in Newtown school. 80 confirmation candidates joined together from across the diocese for three days of worship, games, Laser tag, roller blading, wall climbing and a lot of fun. Worship was led by Canon Nicola Halford who focused on particular topics relevant to those who are preparing for Confirmation such as prayer, the Church and how we serve God by serving others. On Sunday morning we joined in the Palm Sunday service with Christ Church Cathedral, Waterford and we were warmly welcomed by Dean Bruce Hayes and the congregation there.

In July, we returned to Gurteen Agricultural College for our diocesan residential summer camp. After the success and popularity of last year we decided to extend the week to include a junior weekend for young people in 3rd, 4th and 5th class, and we were delighted that we had Ms Carolyn Good who is our CFO Children's and Family Ministry Volunteer join us for our junior camp.

We had roughly 80 young people attend Gurteen for the Junior camp weekend and 40 young people for the Senior camp. We are sincerely grateful to Rev Canon Nicola Halford, who was our chaplain and led our worship for the week. It is our hope that this time away in Gurteen will help to deepen the young people's commitment and encourage them on their faith journey.

The large diocesan events held in our diocese are organised by the Bishop's Youth Advisory Group. This group of youth workers and clergy meet approximately four times a year to plan and implement our diocesan youth programme as well as offer each other support and ideas for parochial youth ministry.

CONNOR

This was another incredible year for Youth Ministry in Connor Diocese. From new parishes joining in our Diocesan events to young people leading for the first time in their parish and in the diocese.

During Summer 2024, we ran our Diocesan Sub Camp at Summer Madness and our annual Youth Mission Event, Streetreach. We were encouraged to see so many parishes be involved in Summer Madness this year where the Diocese was able to provide catering and other support during the 5-day event in Portglenone. Christina Baillie was also one of the hosts on Main Stage.

This was the second year of our partnership with Grouped Parishes of Ballyrashane & Kildollagh, the Grouped Parishes of Ballintoy & Dunseverick with Rathlin Island, Oxford, and St Patrick's Coleraine & St Andrew's Ballysally for Streetreach. During the event we ran a 2-day kids club in Ballybogey, outreach work in Ballysally and the surrounding rural communities and even in a range of practical ways including graveyard clean ups! The event finished with a large Family Fun Day at St Andrew's Ballysally which engaged with the community for their following Holiday Club the week after. The team of around 30 participants did fantastically as they displayed Christ's love in their teams.

We were delighted to have a range of speakers at our Launch Training in September hosted in St Patrick's Ballymena which encouraged and developed the leaders within our local parishes across the diocese. Thank you to SUNI, Big House Ireland, and Rev Ross Mungavin for sharing so many insights, resources and tips with their youth leaders.

'Connor Takes The Castle' was delighted to welcome the National Youth Officer, Mr Simon Henry, to share from the book of Daniel with us in October when over 130 attended this youth weekend. This event included 4 Bible Teaching Sessions, time for worship and activities like Karaoke, Laser Tag and outdoor games from Salt Factory Sports. An encouragement for the diocese was how the young people stated that the sessions and

worship were a 'highlight' for them, with some coming to faith for the first time and others growing deeper in their relationship with Jesus over the course of the weekend.

In December, we hosted 'A Very Connor Christmas' in Church of The Good Shepherd, Monkstown when we shared in a range of activities and a time of worship together!

In August 2024, our Diocesan Youth Officer, Mrs Christina Baillie, moved on from her role and we wish her all the best in her new role at YFC NI. We were excited to welcome Mr David Armstrong to Connor in January 2025 as he takes up the role of Diocesan Youth Officer.

Connor Youth Council would like to thank CIYD for their continued support of youth ministry within Connor Diocese as we inspire a generation to explore faith & grow in their relationship with God.

CORK, CLOYNE & ROSS

The Cork Diocesan Youth Council had another busy year in 2024. In February, the young leaders, youth leaders and 'old' leaders had a Leaders Retreat Weekend in Killarney with Mr Simon Henry as the guest speaker. A great, well needed, break was had by all.

In March, the Confirmation Retreat weekend in Bandon took place. It is a great weekend for the young people to meet the Bishop and clergy.

Easter arrived soon after and CDYC ran a Pilgrimage Walk, which ended up in St. Michael's Church, in Blackrock. This also coincided with Bishop Colton's 25th Anniversary as Bishop of Cork, Cloyne & Ross, so he very kindly offered to take the Eucharist Service to finish the pilgrim day out and to mark the occasion, as well as our usual day trip to Oysterhaven Outdoor Pursuits Centre.

In July, the Diocesan Youth Officer, Ms Hilda Connolly, brought three leaders to help in the CIYD Connect Café at Summer Madness – a great time for young people to gather to learn more about God and worship together.

After summer, we held a residential in the Carhue Centre in Bandon with the new CIYD Southern Region Youth Ministry Development Officer, Mr Luke Hawkins, as guest speaker.

We also had a very energetic soccer tournament in November, with plenty Ronaldo's and Messi's turning up!

In December, we visited the Marina Market in Cork and headed to Fota to the Wonder lights show on a very wet Saturday evening. Nothing 'dampened' the spirits of our young people, despite being wet and cold!
We have lots more planned for 2025, and the Cork Diocesan Youth Council are still going strong!

Clogher

As a diocese we have been working very hard this year to re-ignite youth ministry in each of our parishes, and to engage with our young people. Our uniformed organisations across most parishes are strong, and youth clubs and youth fellowships are growing. We are so grateful to all clergy, youth leaders and volunteers who work tirelessly with our young people as they journey in life and faith.

In September of 2024 we successfully renewed Clogher Diocesan Youth Council, with a new chairperson, Rev Lindsey Farrell. It has been so encouraging to see the enthusiasm and creativity of this team of both clergy and lay people from across the diocese, and indeed from both jurisdictions. We have had a few meetings since September and had plans in place for an Advent youth event in early December. Unfortunately, given the time of year, a number of our young people were unable to attend due to commitments elsewhere and the event had to be cancelled. We were all very disappointed but did not let this dampen our enthusiasm for too long!

After Christmas we began planning our next youth event in Monaghan, to engage with our young people in what we hope will be an active and fun way. We have more plans later in the year for another event to tie in with the end of the summer school term.

Our grants programme has also continued to run throughout the year, and we had a very good number of successful applications in 2024. Another opportunity to apply for summer grants will open later in the Spring. Although our diocesan youth events have had a bit of a rocky start this year, we are keen to build on this great diocesan team and to channel that enthusiasm into youth engagement that will grow and deepen as we move forward. We are grateful to Bishop Ian Ellis for his unwavering support.
We also continue to pray for all of the families within the diocese, giving thanks for our young people and their desire to know and learn more about our Lord and Saviour Jesus Christ. May God continue to bless our work as we grow in faith together.

DERRY AND RAPHOE
Our first group of young people who participated in our Young Leader's Training programme in 2024 have now had their graduation service, and it was a very special evening to have the support of their families, parishes and Bishop Andrew in St. Augustine's church. The service was planned by the young people, and it was a beautiful evening to celebrate their hard work and achievement. We have had the privilege of watching these four become firm friends and grow in their confidence and enthusiasm to keep serving God in their home parishes and further afield. Our hope is to repeat this programme in 2025.

We've had our own calendar of events throughout the year including two Confirmation days, a group attending the CIYD Youth Forum, our DRY Weekend in Gortin Activity Centre, exploring how Jesus is there in every part of our life, and attending Summer Madness. Once again, we were able to provide school leaver packs for parishes to hand out to young people who were leaving school, either for university, college or work.

Alongside all of these we've had 'Freedom', our monthly youth event held in the Waterside, Londonderry run in partnership with Exodus NW and the Methodist church. This is open to any young person of secondary school age, and we have seen friendships form and flourish, and faith grow. It has been a constant throughout the year, running on the second Saturday of the month from October to April. We've had amazing turn outs with individuals and youth groups travelling from all areas. It's wonderful to hear of groups incorporating dinner as part of the night, sharing food and talking together.

Our new event ran at the start of October, and we called it *Big Restart*, with the aim of bringing together youth groups restarting after the summer break. We booked the 'Full Aerial Challenge' at Oakfire Adventure, which is a mix of harnessed tree top crossings and zip lines. It was a huge success, with a mix of participants and some adults supervising from the ground. The feedback from this has been very positive and we hope to repeat it again next year.

It's our hope that throughout 2025 will see more growth in the lives of young people, their families, churches and leaders. In all that we have planned going forward, we pass everything to God and the work of the Holy Spirit, remembering the message of Ephesians 3:20 *"Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us".*

DOWN AND DROMORE
January started with a group of five youth workers joining me at the *Growing Young Disciples* Conference in Birmingham. This was an excellent week, considering our place in the world as image bearers and how we teach the theology of the image of God to our young people. We were delighted to host Rico Tice at one of our youth evenings - Rico's input was focused around evangelism with a group of 70-80 young people at Holywood Parish. A group from Down and Dromore also attended the annual all island CIYD Youth Forum, a huge thanks to youth workers Mr Jack Wilson (St Johns Moira) and Mr Andrew Watson (Ballyholme Parish) for attending with young people.

February saw the commencement of an OCN Level 2 in Youth Work being delivered in the Diocese. This was for those involved in leadership in youth and children's ministry. This was delivered with eight youth/children's workers/volunteers across the diocese, this ran up until Easter. A huge thanks to Mr Simon Henry & the CIYD team for funding support around this course.

March saw the return of our annual youth weekend. We were delighted to have 182 people in attendance at Castlewellan Castle - one of the largest groups that we have brought to the castle in a number of years. Mr Danny Roberts from Logos Ministries International was our speaker along with a number of onsite activities that ensure everyone had an excellent weekend. We had a gathering of our Children's and Youth Workers at the end of March at St Patricks, Drumbeg, with input from Ms Megan Hannah from Kintsugi Hope.

April saw one of our youth nights at St Mark's Dundela, with Br Andrew McCartney from Open Doors UK come and speak for us and widen our perspective of the global church. This has 40-50 young people in attendance.

June/July was busy as we organised our food marquee at Summer Madness. This fed 150 young people and leaders from across the diocese who were in attendance at Summer Madness. July and August were when we ran our annual diocesan camps, we had 150 young people and leaders along at The Kilbroney Centre, Rostrevor, to engage in bible teaching, praise, activities and prayer. This was a powerful time and very significant for everyone who attended.

In **September**, DDYC hosted two children's and youth training nights. One was posted in Banbridge, and the other was hosted in Ballybeen Parish with Mr Mark Moorehead (Scripture Union NI) and Rev Marty Gray (Minister in Knock Presbyterian Church) addressing the attendees each evening. This was supported with training brought by the DDYC team.

At the end of **October,** we had our annual weekend at the Kilbroney Centre. We had 70 young people and leaders attend, with Dr Matthew Winning as our speaker on the book of Ruth. This was supported with activities and social time. Between September and December 'SERVE' returned - Down and Dromore's young leadership development programme. This was delivered with a group of ten young people, with a celebration evening being hosted at Holywood Parish at the end of November.

Our Christmas youth night was hosted in St Brendan's Parish, with a focus on prayer and carols. A huge thanks to all the volunteers and supporters who have enabled these events to happen throughout the year across the Diocese. We pray for Gods continued blessing into 2025.

DUBLIN AND GLENDALOUGH

Mission Statement

To see all church communities in Dublin & Glendalough full of young people who are actively developing and growing in their faith in God.

10 Years of DGYC!

2024 marked 10 years of DGYC and we spent the year celebrating God's work that we have had the privilege to be part of. We could not let this milestone pass without a Service of Celebration in Christ Church Cathedral in September. We gave thanks for God's hand in youth work in the past, we shared stories of testimony and celebration, we sang songs of praise, we shared some pizza, played games and we prayed over the future.

DGYC Internship – Coming Sept 2025

It will come to no shock to anyone who is involved in youth or children's work to hear that there is a national shortage of youth workers. We want to play our part in solving that problem, so we are really excited to have officially launched our Internship Programme which is now open for applications. The DGYC internship is for 18–25-year-olds and will be focused on faith and personal development of the intern, all while being involved in local church-based youth and children's work. More information can be found at dgyc.org.

Events and Resources
We are aware that most of the faith-based youth work is run by volunteers in a local context, so we try to provide resources and events to support that important work. These range from training events to worship evenings, to youth groups and sourcing and producing resources.

It was awesome to be able to collaborate with Summer Madness and to host Winter Madness in February 2024. We packed out the venue! Youth groups travelled from all around Dublin and Glendalough to attend, as well as groups from Belfast, Limerick and Galway, and a group from Down and Dromore. Next year's date is 8th March 2025, and we can't wait!

We were pleased to be able to support the OneYouth Conference in in November, where St Catherine's welcomed young people from many churches around Dublin for an evening of fun, fellowship, testimony and worship.

As part of our 10-year celebrations this year we purchased and distributed 500 copies of 'Luke: An Eye-Witness Account', which we handed out at Winter Madness and to multiple youth groups, school Christian unions and confirmation groups.

In May we ran another successful 'Moving Schools' event, helping 6th class students and their parents with the move to secondary school.

Approximately 65 people from Dublin and Glendalough attended Summer Madness in Portglenone in July. It was also great to have some of our teenagers and young adults attend CIYD's MOVE, and to be able to support this 5-day event in Clongowes College, Kildare.

The DGYC committee would like to thank the Dublin and Glendalough Diocesan Council for continuing to support youth ministry, and to CIYD for their invaluable support, resources, wisdom and fun.

KILMORE, ELPHIN & ARDAGH
Across Kilmore, Elphin and Ardagh we are slowly seeing new youth initiatives emerging, as God has drawn workers and volunteers into our diocese. This year we welcomed Ms Marian Edwards, former DYO, back into the diocese, working with YFC Ireland in partnership with local parishes in Longford. She's been building relationships locally, facilitating Youth Alpha in local schools, and helping with local youth groups. She has also started a 'Wake Up Deborah' prayer group, with local women praying for young people across the Longford area. We're thankful for para-church organisations like YFC, who in supporting the work of Marian and Mr Claudio Barguena in Sligo, help enhance youth ministry across our diocese.

In Sligo, Ms Lizzie Kron has been interning with Sligo Centre of Mission. She has been helping lead Youth Alpha in local schools, retreat days for secondary students, school assemblies and youth groups in Bundoran, Manorhamilton and Calry. We are also thankful for the support of Miss Hannah O'Neill; while working in Sligo Centre of Mission as Pioneer Evangelist, she has brought considerable skills and experience to pioneering youth work across the diocese. On the Kilmore side of the diocese, considerable investment has been placed in appointing Rev Mark Smith into the role of chaplain on a part time basis in Cavan Royal School. We look forward to hearing how this valuable ministry impacts students. Parishes across the diocese continue to be faithful in creating environments for young people to explore faith and be discipled. In the summer several parishes took young people to youth camps including 'Intents' and 'MOVE'.

Grants continue to be available for parishes to support them in youth ministry and we are very thankful for the ongoing funding from CIYD which helps us offer these. We'd also like to take this opportunity to welcome Mr Luke Hawkins to the role as Youth Ministry Development officer for the Southern Region and we look forward to working with him in the years ahead.

As we engage with young people on the ground, we are increasingly noticing an anxious and lonely generation. Whilst this is a challenge, it also presents our parishes with tremendous opportunity to care for and be

community for these young people. In many ways, youth work has never been easier in our diocese, as young people willingly travel to engage in faith-based youth groups and discover the love Christ has for them.

MEATH & KILDARE

During summer 2024 Meath and Kildare Diocese took over 30 young people to Summer Madness. This was the first time many of these young people had attended the festival and they particularly enjoyed the worship in the Big Top, as well as the Bible teaching. A number of our young people also attended the alternate venue for morning and evening worship, and they found the quieter, more relaxed pace a really attractive prospect.
The Dioceses supported two holiday Bible Clubs during the summer, one in Naas and the other in Kells. Both groups had about a dozen children of national school age, but also a further half a dozen teenagers who served and helped to lead activities. The theme for both clubs was 'Run the Race', and we learnt what it means to follow Jesus.

Throughout the Dioceses, we have youth groups running in Tullamore and Navan alongside Confirmation classes in multiple parishes. Our DYO, Mr Luke Hawkins, left his post in August following his appointment as the new Southern Region Development Officer for CIYD – we wish him every success in that new role.
Some youth work has continued at Wilson's Hospital School since his departure, with the appointment of an acting Chaplain.

TUAM, LIMERICK & KILLALOE

The dedicated volunteer committee of UDYC Tuam, Limerick & Killaloe successfully organised a diverse 2024 programme of day, weekend, and weeklong events, fostering faith and community while supporting the spiritual growth of children from age eight to young adults in their mid-twenties.

The following were some of the key highlights from 2024:

- The incredible young people who fully engaged in every aspect of the programme made the events truly special. Seeing joyful faces, reading positive feedback, and hearing heartwarming stories from families was rewarding.
- Representation at the National Youth Forum organised by CIYD and inputs from Diocesan representatives.
- Attending Winter Madness at Holy Trinity Church, Rathmines in Dublin.
- Exploring the length and breadth of the new united diocese by hosting events across the region.
- Working closely with Bishop Michael Burrows to organise and execute a very memorable Confirmation Follow-Up Weekend in Birr Outdoor Education Centre, Co. Offaly in October.
- Our Multi-Activity Day for 3rd–6th Class children featured engaging drama workshops led by *Play it By Ear*, creating a fun and interactive experience.
- Our Praise & Pizza worship night at St. Mary's Cathedral united everyone for an evening of faith, music, and community - special thanks to Mr Luke Hawkins from CIYD for his exceptional efforts in bringing it all together.
- We were delighted to host our first *Taking a Leading Role* event in some time, providing valuable training for new leaders.
- Our dedicated team of volunteer leaders and committee members who continue to give up their time to help create these memorable events.

UDYC of Tuam, Limerick & Killaloe remains deeply grateful for the ongoing support of individuals, families, parishes, the diocese, CIYD, and the wider community.

EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND YOUTH DEPARTMENT

YEAR ENDED 31 DECEMBER 2024

BOARD'S RESPONSIBILITIES

The board is responsible for preparing the financial statements in accordance with the accounting policies of the Church of Ireland Youth Department.

The board is required to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Department and of the surplus or deficit of the Department for that period. In preparing the financial statements, the board are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Department will continue in business.

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

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

CHURCH OF IRELAND YOUTH DEPARTMENT

INCOME AND EXPENDITURE ACCOUNT Year ended 31 December 2024

			2024 €	2023 €
INCOME				
Department of Children, Equality, Disability Integration and Youth		2a	211,966	250,391
Funding provided by the Representative Church Body			188,311	188,798
Other Income		2b	9,805	6,130
			409,082	445,319
EXPENDITURE				
Office & Administration Expenses	3		(40,169)	(41,692)
Staff Costs	4		(139,734)	(163,563)
Fees & Membership	5		(870)	(1,891)
			(180,773)	(207,146)
Operating Surplus for the Year			228,309	238,173
TRAINING, PROGRAMME & GRANT ALLOCATIONS				
Training, Programme & Grant Allocations	6		(200,445)	(272,490)
Surplus / (Deficit) after Training, Programme & Grant Allocations			27,864	(34,317)
Currency translation adjustment			(206)	(1,147)
Net Surplus / (Deficit) for the year			27,658	(35,464)

CHURCH OF IRELAND YOUTH DEPARTMENT

BALANCE SHEET — Year ended 31 December 2024

		2024 €	2023 €
TANGIBLE FIXED ASSETS	7	-	-
CURRENT ASSETS			
Debtors	8	123,139	83,905
Cash at bank		4,151	8,987
		127,290	92,892
CURRENT LIABILITIES			
Creditors	9	(52,032)	(45,292)
Net Assets		75,258	47,600
FUNDS EMPLOYED			
Balance at 1 January		47,600	83,064
Net Surplus (Deficit) for the year		27,658	(35,464)
Balance as at 31 December		75,258	47,600

Notes to the Financial Statements

1. General Information

The Church of Ireland Youth Department (CIYD) is the Church's youth policy making body with full reporting rights and responsibilities to the General Synod. CIYD is responsible for the support and development of youth work in the Church. Training, resource materials, and support and advice for youth leaders, young people and Clergy are available.

2 (a) Income	2024 €	2023 €
Department of Children, Equality, Disability Integration and Youth		
- Youth Services Grant Scheme	211,966	221,180
- Youth Climate Justice Fund	-	13,324
- Capital Funding Scheme	-	15,887
	211,966	250,391

Income from the Department of Children, Equality, Disability Integration and Youth is applied to supporting the costs of the organisation as detailed in the expenditure section of the Income & Expenditure Account under the following headings: Office & Administration, Staff Costs, Fees & Membership and finally Training Programme& Grants.

2 (b) Other Income

Deposit Interest	2,332	2,537
Donations	1,871	1,777
Programme Grant	5,602	1,790
Sundry	-	26
	9,805	6,130

3. Office & Administration Expenses

	2024 €	2023 €

Insurance	3,587	3,206
Audit Fees	5,701	5,535
Rent	20,233	16,453
Telephone, Postage & Internet	2,193	3,215
Office Expenses	7,905	10,619
Depreciation	-	321
Resources	-	54
Sundry	166	124
Bank Interest & Charges	384	2,165
	40,169	41,692

4. Staff Costs

	2024 €	2023 €
Staff Salaries	115,583	144,090
Staff Expenses	21,318	16,504
Central Board & Executive	2,833	2,969
	139,734	163,563

5. Fees & Membership

	2024 €	2023 €
General Membership Fees	870	1,891
	870	1,891

6. Training, Programme & Grant Allocations	€	€
Training Events	76,892	97,942
Programme Events	10,773	34,842
Devolved Funding Grants	97,085	120,380
Summer Madness	1,208	5,768
Youth Link NI	14,487	13,558
	200,445	272,490

7. **Tangible Fixed Assets**	2024	2023
	€	€
Cost		
At 1 January	101,818	99,738
Currency Adjustment	4,766	2,080
Additions	-	-
At 31 December	106,584	101,818
Accumulated Depreciation		
At 1 January	101,818	99,417
Currency Adjustment	4,766	2,080
Charge for the year	-	321
At 31 December	106,584	101,818
Net Book Value		
At 1 January	-	321
At 31 December	-	-

8. **Debtors**	2024	2023
	€	€
Cash on deposit held by the RCB	62,913	81,892
Prepayments	60,226	2,013
	123,139	83,905

Prepayments and other debtors for the 2024 financial year include grant income of €58,060 which was due from the Department of Children, Equality, Disability Integration and Youth.

9. **Creditors**	2024	2023
	€	€
Accruals	52,033	45,292

10. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2024. €1 = £0.8275 (2023: €1 = £0. 8669).

THE COVENANT COUNCIL REPORT 2025

The Church of Ireland and the Methodist Church in Ireland

MEMBERSHIP AND ATTENDANCE

Church of Ireland
The Rt Rev Michael Burrows, Bishop of Tuam, Limerick and Killaloe (Co-Chair) (2/2)
Ms Elva Byrne (2/2)
Very Rev Nigel Dunne (2/2)
Rev Canon Dr Maurice Elliott (1/2)
Ven Barry Forde (2/2)
Rev Clare Kakuru (1/2)

Methodist Church in Ireland
Rev Canon Dr Heather Morris, General Secretary of the Methodist Church in Ireland (Co-Chair)
Rev Andrew Dougherty
Ms Gillian Kingston
Rev Dr Janet Unsworth (Secretary)
Rev Dr Sahr Yambasu

Presbyterian Observer
To be confirmed

In Attendance
Dr Nicole Gallagher (Synod Officer)

Executive Summary
The Covenant Council continues its work in advocating for the furtherance of the Covenant agreed between the Church of Ireland and the Methodist Church in Ireland. We have welcomed the opportunity to gather in a residential format yearly as well as to hold other one-day meetings as helpful to the business before us.

Areas of Current Work
As reported over the past couple of years, the current work of the Council is focused on the various practicalities, opportunities and obstacles faced by both the Church of Ireland and the Methodist Church in Ireland in the realisation of interchangeability of ministry between the two denominations.

The principal areas of discussion continue to be:

1. ***Understandings of Ministry and Episcope within each denomination and the implications of these for those who move to serve in the other denomination***
   There is mutual recognition that under the gift of interchangeability any minister that moves with the blessing and permission, and in good standing, of the sending Church, will minister faithfully and fully under the sole authority of the receiving Church. During the past year, we have continued to consider the importance of putting in place some protocols to enable the movement of clergy from one polity to another. The Council has held a number of discussions on the subject of Full Connexion for Methodist ministers who move into ministry in a Church of Ireland context, and how holding office in the Church of Ireland under the authority of a bishop relates to their Connexion with the Methodist Church which is intrinsic to their identity. Work is continuing on this, and the Council is confident that it is nearing a resolution. It is agreed that recommendations on this will be brought to the Methodist Conference in due course.

2. ***Covenant Partnerships***

The Covenant Council continues to provide support and guidance to those partnerships and projects that have been enabled by the Covenant, while continuing to review the guidelines and protocols required for such arrangements. The coming together of Methodist and Church of Ireland congregations in Primacy Church in Bangor into a single congregation covenant partnership has provided an opportunity to review and update the regulatory framework of Local Covenant Partnerships. This will ensure that such partnerships will fulfil all constitutional obligations under the respective requirements of both denominations and be compliant with the charity regulator. The Covenant Council is encouraged by the richness of the partnership in Primacy and continues to encourage existing partnerships, along with seeking out new opportunities for congregations to share together in life and ministry.

3. ***The nature of co-operation and collaboration at local and Diocesan/District level as well as at a national level (Chaplaincy in further and higher education, prisons and healthcare, formation in ministry, and lay readers/local preachers)***

We continue to look for a wide variety of opportunities for co-operation and collaboration. A long-held aspiration has been the possibility of interchange of Methodist Local Preachers and Diocesan Lay Readers. Given this, we are glad to report that a pilot scheme has been undertaken in the Dublin area by the Diocese of Dublin and Glendalough and the Southern District of the Methodist Church. The feedback from this scheme has been very positive and it is planned to run similar schemes in other parts of the country going forward.

As well as these discussions, a revision of the 'Guidelines to the Journey' booklet is still taking place. It is planned that the updated version will be made available in PDF format in the near future. While the booklet provides information on key areas to be borne in mind when working together and when visiting or planning worship in the other polity, it is still hoped that the Council might be in a position to undertake the provision of training sessions. Such training would be of benefit to those engaged in local Covenant partnerships, as well as those who wish to facilitate the more 'occasional' expressions of interchangeability of ministry enabled by the decision of the 2023 General Synod. The sessions would provide the opportunity for clerics of both denominations to become more familiar with each other's liturgy and worship styles.

4. Pioneer Ministry

With versions of Pioneer Ministry taking place both in the Church of Ireland and in the Methodist Church in Ireland, the Council feels it is important that each denomination is aware of the Pioneer Ministry taking place in the other to avoid duplications and encourage partnership. This may include the co-option of appropriate persons from each denomination to the support structures in both churches to develop pioneer ministry, along with mutual inclusion and co-operation in pioneer events and gatherings.

Membership

Over recent years, the Council has reduced its membership on several occasions to assist concentrated and fruitful work on specific issues. It has now been noted by the Council that a number of members have been on the Council since its inception and, while experience is certainly greatly valued, it is also important to have new people come on board. A rolling plan has now been put in place to allow some of the longer-serving Church of Ireland members to step down over the course of the next two to three years. However, as people step down from the Council, we will need new members to take their place. Therefore, the Council will actively be identifying potential new members from both the Church of Ireland and the Methodist Church in Ireland so, should you or someone you know be interested in the work of the Covenant Council, please submit an expression of interest in confidence to the Synod Officer, Dr Nicole Gallagher, who will be assembling a panel of names for possible consideration in the year ahead.

Discussions continue with the Presbyterian Church in Ireland regarding the nomination of a Presbyterian Observer.

Motion to Propose at General Synod
The Covenant Council proposes the following motion for the consideration of the General Synod:

That the following be elected as Church of Ireland Representatives on the Covenant Council for the coming year:

The Rt Rev Michael Burrows, Bishop of Tuam, Limerick and Killaloe (Co-Chair)
Ms Elva Byrne
Very Rev Nigel Dunne
Rev Canon Dr Maurice Elliott
Ven Barry Forde
Rev Claire Kakuru

COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE
REPORT 2025

MEMBERSHIP (20)

A Bishop (Chairman): The Bishop of Tuam, Limerick & Killaloe (4)
WCC Representative: VACANT
ACC Representative: Rev Canon Katharine Poulton (3)
ACC Representative: Mr Glenn Moore (0)
Porvoo Contact Group Person:
Rev Canon Stephen Fielding (4)
An Honorary Secretary of General Synod:
Rev Canon Malcolm Kingston (4)
Hon Records Secretary: Rev David White (resigned September 2024) (3)
Ms Gina Copty (appointed September 2024) (4)
Hon Secretary: Very Rev Niall Sloane (5)
The Archbishop of Dublin (3)
The Bishop of Derry (4)
Rev Canon Dr Daniel Nuzum (2)
Rev Dr Christine O'Dowd Smyth (1)
Rev Suzanne Cousins (4)
Ms Cate Turner (5)
Rev Abigail Sines (2)
Rev Canon Kevin O'Brien (4)
Mr Femi Atoyebi (1)
Dr Bridget Nichols (3)
Dr Ryan Hawk (4)

INTRODUCTION

The Commission for Christian Unity and Dialogue was first established by the General Synod as the Home Reunion Committee in 1905 and assumed its current name in 2007. The Commission was previously known as the Committee for Christian Unity.
Its terms of reference are:

- To promote within the Church of Ireland the vision of Church unity;
- To promote and support movements in Ireland towards co–operation among the various Christian bodies;
- To maintain Church of Ireland membership of, and participation in, national and international ecumenical bodies;
- To address, in consultation with the Standing Committee, developments within the Anglican Communion;
- To encourage and engage in inter–faith encounter and dialogue;
- To report annually to the General Synod.

The membership consists of up to 20 members elected annually by the General Synod.
The Church of Ireland has a rich network of relationships with fellow Anglican churches and other Christian traditions within Ireland and overseas. It is a member of the Anglican Communion and the following ecumenical networks:

- the Irish Council of Churches (ICC);
- the Irish Inter Church Committee;
- Churches Together in Britain and Ireland (CTBI);
- the Conference of European Churches (CEC);
- the World Council of Churches (WCC);
- the Porvoo Communion (which brings together Anglican and Lutheran Churches); and
- the Reuilly Common Statement (between Anglican and French-speaking Protestant Churches).

As an observer on the Meissen Commission, the Church also has links with the Evangelical Church in Germany.

The Commission on Christian Unity and Dialogue's three working groups focus on Anglican, European and inter-faith matters.

The **Anglican & Ecumenical Affairs Working Group** considers the Church's relations within the Anglican Communion and within the Porvoo Communion, and with the Moravian Church. More information on the Anglican Communion is available at www.anglicancommunion.org.

The **European Affairs Working Group** works closely with the ICC's European Affairs Committee and the CEC to discuss and consider common concerns for European Churches.

The **Inter-Faith Working Group** seeks to build relationships and encourage dialogue with people from other faiths who are living in Ireland.

The Church of Ireland is in full communion with the other members of the Anglican Communion and Porvoo Communion, the Union of Utrecht of the Old Catholic Churches, and the Mar Thoma Syrian Church. Relations between the Church of Ireland and the Methodist Church in Ireland are covered by the Covenant Council. The Commission's members attend the annual conferences of other Christian denominations in Ireland and hold regular meetings with the Roman Catholic Church and with the Presbyterian Church.

EXECUTIVE SUMMARY

Once again, the following pages describe the extent and depth of the Church's engagement with the pursuit of that Unity which is Christ's gift and Christ's will for the church. We can dare to take a certain degree of pride in the manner in which the creative voice of the Church of Ireland is heard in so many contexts.

All this works requires the availability and skill of Commission members, and members of our working groups. Without the commitment and constant attention to detail of our secretary, Dean Niall Sloane, our work would be virtually impossible. In recent times the Rev David White, to whom our thanks are due, has stepped down from his role as our records secretary, a task now being undertaken by Ms Gina Copty. Canon Kevin O Brien of my own diocese is bringing a new and fresh approach to the endeavours of the European Affairs Group, which he convenes. The Rev Suzanne Cousins continues to offer commitment and imagination to the Inter - Faith working group. And in the context of the Anglican and Ecumenical Affairs group, Canon Katharine Poulton who has brought such insight to the role of convenor, not least thanks to her membership of the ACC, has been succeeded by Dr Bridget Nichols of CITI whose scholarly gifts and international connections will be of great benefit to us.

What follows is to be read, marked, learned and inwardly digested largely as a rich range of snapshots into the work, national and international, to which the Commission is committed. We do all of this not as an exercise in 'ecclesiastical joinery'(as the late Archbishop Henry McAdoo used to say) but because of o'r utter conviction that the pursuit of unity in truth is a Dominical imperative, so 'that the world may believe' . And we believe too in the mutually receptive essence of ecumenism … that simply by walking together on a common pilgrimage we offer to one another strengths, gifts and insights which strengthen our witness in a manner that would not be possible were we left to ourselves. In short, and as has often been said, we need one another in order to be whole ourselves.

It is a privilege and joy to Chair this commission, and to witness the energy and vision of those who advance its work. One cannot say this of every meeting one attends …but in the case of CCUD, whether in person or online, one never leaves a meeting without feeling that time has been well spent, with insights gained and opportunities to make a positive difference to Christian relationships enthusiastically seized.

Michael Tuam, Limerick & Killaloe
The Rt Rev MAJ Burrows,
Chair

ECUMENICAL INSTRUMENTS

Considerations of space allow for only limited coverage of the work of the ecumenical instruments to which the Church of Ireland belongs. Their respective websites (given below) should be consulted for detailed reports. Full particulars of Church of Ireland membership of ecumenical organisations and their remit may be found in the appropriate directory on the Church of Ireland website (www.ireland.anglican.org).

ANGLICAN & ECUMENICAL AFFAIRS WORKING GROUP

Membership

Dr Bridget Nichols (Convenor), Rev Julie Bell, Mr Glenn Moore, Rev Bob Cotter, Very Rev Susan Green, Rev Canon Katharine Poulton, Rev Canon Stephen Fielding and Ms Cate Turner

1. The Anglican Affairs Working Group's last major piece of work was a response to the ARCIC III document, *Walking Together on the Way: Learning to Be the Church*, published in 2017/18. (https://www.anglicancommunion.org/media/344839/walking-together-on-the-way-spck-2018.pdf The response was published in 2020).

2. Since then, the main activity has been consideration of the Resolutions of ACC 18 (2023). The final section (5) on the environment and the climate crisis remains to be discussed.

3. Rev Canon Katharine Poulton stood down as Convenor in the Summer of 2024 and has been succeeded by Dr Bridget Nichols.

4. In an initial meeting of some current members, it emerged that the climate crisis and related issues was one around which the group felt it could gather some of its future activities.

5. Members drew attention to some important recent and current projects:

- Rev Canon Stephen Fielding reported on attending a meeting of Porvoo Churches in Sweden, where an impressive document by the Bishops of the Church of Sweden was discussed (*A Bishops' Letter About the Climate* Uppsala, 2020).
- Ms Julie Bell outlined the shape of a major resource for the participation of children in worship which she has been engaged in producing over several years. It is hoped that this will be launched at General Synod in 2025. There is a significant emphasis on 'creation' throughout this resource.
- Rev Canon Katharine Poulton encouraged the group to think about fostering partnerships of a practical kind, e.g. with organisations involved in renewing stocks of indigenous trees. Could tree-planting become a regular part of local celebrations, e.g. at confirmations?
- The group talked about current Anglican Communion deliberations over the inclusion of a Feast of Creation in the calendar across the Communion. The Anglican Church of Southern Africa has recently designated 1st September or the nearest Sunday to mark this new Feast. The C of E Liturgical Commission has begun to discuss it.
- Ms Julie Bell noted that there has been official Anglican representation at recent COP gatherings. How could that presence be mediated to the local level?
- 'Green Anglicans' (Green Anglicans – Anglican Church of Southern African Environmental Network) an ACSA initiative, was mentioned.

6. The group recognises that all of this discussion interfaces and intersects with EcoChurches Ireland and the work of Archdeacon Andrew Orr, who represents the C of I in the Anglican Communion Environmental Network. It will be important to determine with Archdeacon Orr where useful co-operation can be developed, and how working groups might avoid duplicating work.

7. The meeting briefly reviewed the list of C of I representatives to all Anglican Communion Networks and noted that the Interfaith portfolio was not currently covered. This is an increasingly significant area and it seems important that the CCUD identify a representative.

8. The 2026 ACC gathering will take place in Belfast. About 18 months ago, members of the AAWG met the Archbishop of Armagh and others to talk in general terms about this meeting. Although the ACO, in co-operation with central Church of Ireland staff, will be in charge of most aspects of planning, the Primate is aware of the AAWG's willingness to offer such help as a small group can realistically contribute. Rev Canon Katharine Poulton is the ACC representative delegated by the CCUD.

Immediate next actions

1. The AAWG will convene early in 2025 to complete the response to the ACC 18 Resolutions (Cate Turner to be invited to steer this).
2. The Convenor will invite the C of I representatives to all the Anglican Communion Networks early in 2025 to join an online meeting in order to achieve a better understanding of what each network does and how better communication and, where desirable, better co-operation might be achieved.

ANGLICAN AFFAIRS
FOUR NATIONS FAITH AND ORDER CONSULTATION

The Faith and Order Consultation will next meet in May 2025 when the Church of England will be hosting.

THE IRISH COUNCIL OF CHURCHES (ICC: www.churchesinireland.com)
The ICC is an ecumenical Christian body and is s a sister organisation of Churches Together in Britain and Ireland (CTBI). The Church of Ireland is a founding member of the ICC, which was established in 1923.

The 101st Annual Meeting of the Irish Council of Churches was held on 11th April 2024 at Gracehill Moravian Church.
Following coffee and scones the business of the day began and after the usual preliminaries the President, The Right Rev Andrew Forster introduced a major item of business, that of the future of 48 Elmwood Avenue. A large building which is no longer easy to maintain or indeed fit for purpose, the delegates agreed to put the building on the market and in due course to purchase either a new, more suitable building or rent something on a long-term basis.

The financial report was introduced by Dr Damian Jackson. Although a deficit, larger than that budgeted for was shown, this could be accounted for by activities to celebrate the centenary of the ICC.

The annual report was recommended to delegates and accepted.

The launch of a Handbook 'From every Nation?' was an interesting and exciting aspect of the meeting. This very comprehensive book should help every congregation in this generation to engage in conversations about race, racism and the ways in which our churches may become places where everyone is welcomed, valued and included. Mr Richard Reddie from the Department of Justice and Inclusion at CTBI gave a very interesting presentation as he launched the book and commended it to all present. The inevitable small group discussions then took place.

The meeting moved from the Hall to the Moravian Church for the business of the handover of the ICC Presidency. The Rt Rev Andrew Forster spoke warmly of his time as President of the ICC and commended the staff team and the Executive for their work. The Council elected Bishop Sarah Groves of the Moravian Church as the next President and the Very Rev Dr Charles McMullen as Vice President. All were suitably thanked for their work and for agreeing to take on tasks.

Following lunch, a tour was offered of Gracehill Village and Church where the work of the day concluded with worship.

Katharine Poulton
April 2024

IRISH INTER-CHURCH MEETING (IICM: www.churchesinireland.com)
The Irish Inter-Church Meeting (IICM) was established in 1973 as a forum between ICC's member churches and the Roman Catholic Church. The current Co-Chairs are the Most Rev Brendan Leahy, Bishop of Limerick, and the Rt Rev Sarah Groves, President of the Irish Council of Churches.

The thirty -fourth Irish Inter-Church Meeting was held at Dromantine Retreat and Conference Centre on 12 and 13 November 2024, with the theme "Finding the Face of God in One Another" . The Conference ran from late morning on Tuesday for over 24 hours with a wide variety of speakers, discussion, worship and activity – supplemented by lots of food and fellowship.

The formal welcome was given by the Co-Chair of IICM, Bishop Brendan Leahy who set the scene for the conference, referencing it as a 'kairos' moment, a critical time in the life of our churches and their peoples as we need to promote reconciliation. The keynote address was given by Prof Dr Martin Leiner, a German philosopher and theologian who has focused on reconciliation studies for most of his academic career and is the founding director of the Jena Centre for Reconciliation Studies. He provided considerable detail about his ongoing work, pointing out that there had been very little academic study on reconciliation until recent years. He placed reconciliation in a biblical context, and spoke about ways to create peace and security, experiences in South Africa, and various practices within the process of reconciliation for which the ultimate outcome must be peace.

After a short break, which was intended to be taken in the scenic grounds (which we couldn't actually see for thick fog!) we spent some time in round table discussion on 'the dynamics of fracturing and healing in Ireland today'. This was followed by an interesting question and answer session with Prof Leiner, which covered a wide range of issues including what the word 'reconciliation' meant to Christians, practical reconciliation in various counties and the dimensions and phases of reconciliation. It was generally felt that reconciliation had to be a gradual process, undertaken with gravity and grace. It was also important to reconcile with people who are not Christians and acknowledge that reconciliation will mean different things to different people.

That theme continued during the evening session led by community artist Ms Carole Kane, who encouraged us to worship in a different way and be creative with bright paints on four huge blank sheets of paper. Some were initially rather surprised that this creative engagement was considered as worship, but everyone participated in painting set shapes, moving around the tables and filling the sheets with vibrant colours. There was much laughter, some debate, and great collegiality. The subsequent discussion drew out some of the practicalities of reconciliation, particularly demonstrating that while a blank canvass can be daunting, relationships can be built, everyone can move beyond their 'comfort zone', and that it is possible to adapt from a held position into something new and more enduring.

The second day began with morning prayer led by Rev Shona Bell. After breakfast we were informed about a programme called "Peaced Together", a creative arts course which had achieved success in bringing together diverse groups of women across these islands. Everyone agreed it had potential to be used in a variety of ways to build relationships and bring healing to those who were broken, for example through conflict, grief, domestic abuse, mental health, chronic illness.

The main session of the final morning was a panel session led by three theologians - Rev Philip McKinley, Dr Kevin Hargaden and Dr Suzanne Mulligan who consecutively spoke about churches tackling racism, Christians needing to recognise the current biodiversity crisis and take the lead on matters of ecological change, and the need to build up and promote communities which can provide real human interaction and support as well as addressing the serious issues of inequality in our society.

After tributes were paid to Dr Damian Jackson, who is to leave ICC at the end of December having worked since 2016 as Programme Officer and latterly as General Secretary, the final session of IICM was facilitated by Ms Julieann Moran. She introduced the delegates to 'conversations in the spirit' a methodology by which we try to discern what the Holy Spirit is saying to us in that moment. This involved periods of quiet

contemplation, members in each group speaking for short periods while the others listened intently to what was being shared – consideration of what God is asking us all to risk, embrace or let go as ambassadors of reconciliation. In the final short feedback session words such as brokenness, togetherness, hope and determination emerged.

In that context of promoting reconciliation in all our denominations, Bishop Sarah Groves, the Co-Chair of IICM, brought the meeting to a conclusion with a prayer and blessing. The delegates departed with much on which to ponder, not least the new ways of worship and discernment which they had experienced.

June Butler
November 2024

CHURCHES TOGETHER IN BRITAIN AND IRELAND (CTBI: www.ctbi.org.uk)
Churches Together in Britain and Ireland (CTBI) is an ecumenical organisation. The members include most of the major churches in England, Scotland, Wales and Ireland. It was formed on 1 September 1990, as the successor to the British Council of Churches, and was formerly known as the Council of Churches of Britain and Ireland.

The CTBI AGM was held on 30 September, at the Jesuit Centre in London. Rev Graham Sparkes, the Moderator, opened the meeting with a welcome to Dr Cynan Llwyd, the newly appointed head of Cutyn (Churches Together in Wales), followed by prayer. Three new bodies; National Day of Prayer and Worship, Together for the Common Good and Rural Missions were welcomed to CTBI as Bodies in Association.

Rev Sparkes then set out the five year vision for CTBI for 2023-2027 through which a new strategic plan was drawn up and is currently being implemented.

Five priority areas were identified within the strategic plan:
1. Strengthening Ecumenical Engagement in Britain and Ireland
2. Working together for mission and the common good
3. Healing society's fractures: identities, borders and nationalities
4. Working for global peace and justice
5. Promoting ethical and inclusive leadership

CTBI has been trying to respond to the strategic plan in a joint up way based on issues identified by its member churches. The AGM, according to Sparks, was one of the means for CTBI to be accountable to its members. Following the introduction, a panel made up of Dr Nicola Brady, General Secretary, Mr Peter Colwell, Deputy General Secretary and Mr Richard Reddie, Director of Justice and Inclusion, responded to questions from the delegates regarding the ongoing work. The comments centred around concerns for issues regarding community cohesion, response to the race riots, the welcoming of refugees and issues relating to the Israel/Gaza war. Dr Brady openly shared about the tension that exists in the nature of the work the organisation is engaged with. She explained that although the staff feel supported in their work, the issues they are currently dealing with are extremely heavy and some of the CTBI members are losing their sense of hope. Mr Reddie spoke of the importance of collectively making a difference. Whilst the race riots were shocking, he stated, they were not surprising, and he cited some of the language used during the Brexit discussions as foreshadowing of the racial tensions that have ensued. Mr Reddie reflected on how we need to stand together to be agents of change. Although racial justice is often based on key moments, it must be a continuous journey, he argued. Mr Colwell expressed his concern that churches have neglected their duties in relation to interfaith work. He believes that the past twelve months have been the most challenging in interfaith work since the September 11 attacks. He argued that CTBI has tremendous influence but needs to work with a collective voice in order to bring change.

The staff briefly mentioned some of the areas they are engaged in such as the 30-year anniversary of the murder of Stephen Lawrence, the 75-year anniversary of Windrush, Racial Justice Sunday, the October 7 attacks and the Israeli response, and the British-Irish engagement with global ecumenical bodies. It was highlighted that

CTBI continues to be engaged in peace and reconciliation work on the islands within the three strands of the Good Friday Agreement: relationships within Northern Ireland, on the island of Ireland and between the UK and Ireland. CTBI provided space for reflections on the experience of the churches and partnered with NGOs such as Christian Aid to explore the wider international lessons at a time of increased violence and insecurity around the world. CTBI also partnered with the Irish Council of Churches and Rethinking Conflict and held workshops for ex-combatants. CTBI is contributing towards the funding of the role of Good Relations Officer for ICC.

Mr Sparkes directed the delegates to resources provided by CTBI in several areas such as the week of prayer, racial justice, support for women in the work environment, and refugees. He also informed delegates that in 2025, CTBI will be marking the 1700-year anniversary of the Nicene Creed.

The last session of the day was scheduled as a roundtable discussion on the topic of 'Church and Global Peace and Security.' Dr Maria Power, a Senior Research Fellow in Human Dignity at the Las Casas Institute for Social Justice at the University of Oxford, presented a paper on 'Global Peace and Security:' What do Christian Churches have to offer?" Dr Power argued that along with the climate crisis, the issue of global peace and security is the most critical issue facing human society. Her research on conflict and peace seeks to understand how religious organisations should behave in conflict and post-conflict situations in order to have a positive impact. Dr Power has recently published a co-edited book entitled 'The Church, The Far Right and the Claim to Christianity.'

Bishop Hovakim Manukyan, Primate of the Diocese of the Armenian Church of United Kingdom and Ireland, was also scheduled to be on the panel. However, he sent his apologies as he had to go to Armenia unexpectedly. The Bishop sent a letter of greetings to the delegates in which he expressed his concern for some of the political developments impacting his country and highlighted some of the human rights abuses facing Armenians. He asked delegates as fellow Christians to raise their voices together and articulate the injustice impacting the Armenians.

Before concluding the meeting with a prayer, Mr Sparkes informed the delegates that he is retiring and that CTBI is in the process of searching for a new Moderator. The meeting concluded with a light lunch.

Next year's AGM will be held on the morning of 29th of September and will be online.

Gina Copty,
October 2024

CONFERENCE OF EUROPEAN CHURCHES (CEC: www.ceceurope.org)
The Conference of European Churches (CEC) was founded in 1959 to promote reconciliation, dialogue and friendship between the churches of Europe at a time of growing Cold War political tensions and divisions. CEC is a fellowship of some 116 Orthodox, Protestant, Anglican, and Old Catholic Churches from all countries of Europe, plus 40 National Council of Churches and Organisations in Partnership.

- CCUD is currently looking to nominate a representative from the Church of Ireland to CEC
- In 2024, CEC appointed a new General Secretary - Rev Frank-Dieter Fischbach from the Protestant Church in the Rhineland, who previously worked as the EKD consultant for pastors abroad, took over from Dr Jørgen Skov Sørensen in September.
- In November 2024, Dr Ken Fennelly attended the AGM of the International Association for Christian Education (IV) at which he was be elected as a member of the Board of IV. IV is an Ecumenical Church fellowship in Europe.
- To intensify the cooperation between CEC and IV, a 'Memorandum of Understanding' was drawn up, which describes the mutual tasks, obligations and resources that can be used to develop the partnership further.
- The next CEC Assembly is due to be held in 2028

WORLD COUNCIL OF CHURCHES (WCC: www.wcc-coe.org)
The World Council of Churches (WCC) is a worldwide inter-church organization founded in 1948. Its 349 members today include the Assyrian Church of the East, the Oriental Orthodox Churches, most jurisdictions of the Eastern Orthodox Church,the Mar Thoma Syrian Church of Malabar, the Old Catholic Church, Anglican Communion, most mainline Protestant churches (such as the Lutheran, Mennonite, Methodist, Moravian and Reformed) and some evangelical Protestant churches (such as the Baptist and Pentecostal).

The 12th Assembly of the World Council of Churches is due to be held in 2030.

MEISSEN (Meissen: www.europe.anglican.org/ecumenical-information-and-links/agreements-and-partners)
The Church of England's relations with the Evangelical Church in Germany (EKD) are based on the Meissen Agreement, signed in 1991. The Church of Ireland is an observer at meetings and is currently represented by the Rev Canon Dr Maurice Elliott (Church of Ireland).

The Meissen Commission met in Rochester, England from 24-27 October. In addition to the co-chairs, Rt Rev Dr Jonathan Gibbs (Bishop of Rochester) and Rt Rev Dr Ralf Meister (Landesbischof in Hanover), the Commission was attended by four Church of England representatives; three representatives from the Evangelische Kirche Deutschland; a representative each for the network of German-speaking congregations in Great Britain (this network has recently also embraced the Lutheran Church in Dublin), the Diocese of Europe, and the three Celtic Anglican Churches; the COE Ecumenical Officer, Rev Dr Jeremy Morris; and administrative support staff. The Commission received reports from its various constituents, and, as usual, the host church arranged for a programme of presentations which on this occasion had a focus on urban mission, church renewal, and racial justice.

Common concerns and missional enterprise
The two main churches reported a mix of encouragement and challenge within their respective contexts. In each, for example, membership continues to decline, leading in turn to diminished resources, pressure on finances, and considerable issues related to clergy well-being. It was reported that most English dioceses are currently in deficit, and there has been a substantial drop in numbers of families and young people. In Germany, the most recent national survey showed as many as 56% of the population declaring as 'non-religious'. Both churches expressed grave concern regarding cases of historical sexual abuse - the COE, for instance, is anticipating publication of the long-awaited Makin Report (this has now been published), and the EKD has uncovered almost 9300 cases of abuse since WW2 involving its adherents, with an estimate that reparations against these is likely to run into millions of euros. Most of the COE's time and energy in recent months has been taken up with the 'Living in Love and Faith' process. Given that this carried a majority of only 2% in the General Synod, the church finds itself bitterly divided and can see no easy path towards an acceptable compromise. For reason of potential disputes concerning property rights, however, the COE does not anticipate that there may be large numbers who will choose to leave.

Notwithstanding these difficulties, both churches are prioritising the development of new congregations. The Diocese of Rochester has planted sixteen new churches in recent years, and one project in particular, the re-development of the church in Chatham as a worship-centre-cum-community-hub, is especially impressive. At the same time, the diocese remains committed to its ministry in areas of urban deprivation such as housing estates. In a similar vein the German Church is actively planning towards its next Kirchentag, in Hanover in 2025.

Consequences of Brexit and historical legacy issues
The departure of the United Kingdom from the European Union continues to pose immense challenges to aspects of church-life which fall under the umbrella of Meissen. For German pastors wanting to minister within the UK, for example, there is now a statutory threshold of language proficiency and personal income

which has raised an almost insurmountable bar. Conversely, for the network of Anglican chaplaincies in Continental Europe the requirement for private health insurance has the potential to render a number of those congregations unviable. In its consideration of these matters the Commission anticipates making much greater use of generically international congregations in the future. Also related to Brexit, the meeting was pleased to host a visit from the German Ambassador to the UK. His Excellency, Miguel Berger, spoke candidly about the reset in relationship which had resulted from a newly formed British Government, and he reported that the two countries are working towards a bilateral treaty, which will aim, amongst other things, to re-animate opportunities for travel and experiential learning by young people.

In both England and Germany there is heightened anxiety about the rise of far-right political agendas. In relation to this perhaps the most impressive contribution to this year's Commission came from a vicar from Beckenham in south-east London. Citing numerous incidences of global inequality, Canon Jeremy Blunden spoke about the need for churches to stand together in the cause of racial justice, and he suggested that this is not simply about the pursuit of diversity but stems ultimately from a true sense of Christian identity. During the Covid pandemic, for example, Blunden noted that the virus was much less impactful across Africa by comparison with the Western world simply because there are so many fewer older people as a proportion of the overall population. And, with reference to a current conversation in the COE concerning a colonial past and the legacy of the slave trade, it was his observation that Britain needs to do much more in terms of how it tells its story and could usefully learn from Germany in this regard.

Interchangeability of ministry

Whereas the central aspiration of the Meissen Agreement is towards full visible unity, the most significant challenge against this remains interchangeability of ministry and a fully agreed understanding of episcopacy. The EKD continues to have a non-episcopal Reformed constituency, and, not surprisingly, the COE expressed its concern that there are areas, such as in Hamburg, where what effectively amounts to lay celebration of the Eucharist is permitted. Nevertheless, there have also been some encouraging developments. In the Diocese of Hereford an EKD pastor was licenced to serve under the COE ecumenical canons, and by similar provision it was a genuine delight that at the end of this year's meeting Bishop Ralf Mesiter was given permission to preside at the Eucharist in Rochester Cathedral. The theological sub-group of the Commission continues to grapple with the complex matter of full interchangeability, and it is hoped to convene a further symposium to build on existing work in the near future.

Maurice Elliott
November 2024

REUILLY (Reuilly: http://strasbourginstitute.org/wp-content/uploads/2012/08/Reuilly-Declaration.rtf)
The Reuilly Common Statement calls for a closer relationship between the Anglican Churches of Britain & Ireland and the Elgise Réformée (a grouping of four French Protestant Churches, namely the Lutheran and Reformed Churches of France and the Lutheran and Reformed Churches of Alsace and Lorraine).
(Observer: Rev Dr Christine O'Dowd-Smyth (Church of Ireland))

The Reuilly Agreement Contact Group met in Leicester, UK, 8-10 February 2024

Minutes taken by & circulated in French by Ulrich Rusen Weinhold, March 2024
Translated by Rev Dr C O'Dowd-Smyth

Present at the meeting were: Pastor Pierre BLANZAT, Archdeacon Peter HOOPER, Bishop Robert INNES, Moderator Pastor Esther LENZ, Revd John McLACKIE, Pastor Ulrich RUSEN WEINHOLD (international relations secretary for l'EPUdF/The Union of United Protestant Churches of France.)
Invited : Administrative Support Fiona Brant, Revd Andy BUCKLER Pastor Anne-Laure DANET (responsable pour les relations Director of International Relations of the French Federation of Protestant Churches/FPF), Bishop Christopher HILL, Revd Israel SELVANAYAGAM, Bishop Martin SNOW, Bishop Saju.

To do list/Schedule
*The 25th Anniversary Célébration of the Signing of the Reuilly Agreement.
-Booking the dates & venue for Canterbury 2026 : Robert Innes, Peter Hooper
-Putting together the Conference organisation team

- to contact the following groups: Meissen, Porvoo,reps from the EPEC/CEPE, the Methodist Churches in the UK

Agenda for our 2025 meeting in Paris 2025 –objective : to discuss & prepare the celebrations for the 25th anniversary in Canterbury ; -Ulrich Rusen Weinhold et Fiona Brant

*The creation of a «Reuilly Liturgy» to celebrate all the different churches together. Pierre Blanzat to coordinate all existing material.
- connecting internet links to all vers les sites Internet to our respective liturgies.

*To discuss: a common further training programme for 2026 – in Leicester?

*Connect with CEPF/FPEC for possible collaborations with French speaking church congregations locally with and Anglican chaplaincies in Europe for example Berlin)

- July 2024 Lyon & the ordination of the RevdGreg Taylor of Trinity Church Lyon will be the occasion of a significant ecumenical gathering & the invitation of significant regional dignitaries such as the président of the région Centre-Alpes-Rhône.

Celebration of the 25 the anniversary of the signing of the Reuilly Agreement
- Organisation of à Symposium in 2026 on this occasion where the representatives of Meissen [Jonathan Gibbs (anglican) - Ralf Meister] and Porvoo will be invited, along with the representatives of CEPE the Council of the Protestant Churches in Europe. Also mentioned: Jérémy Morris, ecumenical officer of the C of E, Angeline Jung ; Anne-Laure Danet , Christian Baccuet and wider ecumenical guests.
- To invite: the former presidents of the Reuilly Group : F.Claveroly, C. Krieger ; as well as the former Co-Presidents from the Anglican side
- Venue Canterbury (where there is a French speaking community) & a city of symbolic significance. Robert Innes to contact Jérémy re the organisation of a symposium à Canterbury

2027: Meeting of the Reuilly contact group in Ireland?

Overview of the history of the Reuilly Agreement and theological questions on the nature of Episcopacy
1) **Presentation of a paper by Anne-Laure Danet**
- le plus difficile dans le dialogue est de comprendre la manière de penser de l'autre (« son logiciel qui l'anime ») - the most difficult issue in our dialogue is to understand the way of thinking of the other and what motivates them
- the protestant ministry is « recognised» by Anglicans but not reconciled (not in full communion?)
- Agreement in the US between Episcopal-Church & the Evangelical Lutheran Churches of America An agreement of full communion, 1999 ; Appelés à la mission commune,/Called to a Common Mission 2001)] allows for full communion.
- The Déclaration de Waterloo (2001 : « Called to Full Communion »), signed by the Anglican Church of Canada and the Lutheran Church of Canada
- to explore the notion of receptive/reciprocal ecumenism (notion furthered by the theologian Paul Murray : https://www.durham.ac.uk/staff/paul-murray/)
- to understand episcopy in the context of a ministry of communion but not in the context of authority.

2) **Presentation by Christopher Hill**
- un regard dans l'histoire montre que la doctrine n'est jamais installée purement - A historical overview on the notion that doctrine has never been purely and entirely set up
- Porvoo (1996) : the different churches do not have a unanimous understanding of episcopacy

- Art.19 of the document « Gods Reign and our Unity » cites the Confession Augustana art. 7 ; Calvin (in : Institution chrétienne) adds « the power of the keys » signifies« épiscopal » mais pas « épiscopacy.
- « densité ecclésiale » Birmele)

A look at history shows that in the past there was a pact between the French Reformers and the Church of England
- Also the Reuilly Agreement is based on previous meetings and reflections.
- Important Documents (as context): Meissen (29 Janvier 1999) ; Provoo (1992) ; God's reign and our unity (international commision anglicans and Reformed 1984)
- Calvin's theory brings us further on than that of Luther) : a part from the definition of a church (as the equivalent of the confession d'Augsbourg art.7), it sees the necessity to be episcopal, but not an episcopacy.
- "densité ecclésiale" (expression orale d'André Birmelé)
- Question of the visibility of catholicity in Protestant churches
- Exchanges on the understanding of what does a Bishop mean?

Meeting with Bishop Martyn Snow
How to build an intercultural church? How to be church in a multiethnic city?

Questions
- Can the recognition of a ministry (with a prayer of commission or bidding prayer) be a model? We do not envisage a new United church.
- How do we deal with our relationships with the churches in our former colonies and it's citizens who live in our countries?

Exchange of Information
(1) The application for membership of the Anglican Diocese of Europe by the French Protestant Federation is well advanced. The aim of the AGM of the Federation of Protestant Churches in France will be to discuss and vote on membership.

(2) Further education & training: The last common training session was in 2016 in Leicester (on Fresh-Expressions). The next one to be in 2026. it is also envisaged to organise other types of training and FE for example placement in a local church in the other country.

(3) Local collaborative projects in shared ministry
a) Strasbourg - There's a possibility of half time Anglican chaplaincy with half time Pastor in local protestant church
b) Lyon - La convention between Epudf-Rive gauche (LRG) et Trinity Church (TCL) à Lyon will finish up in June.

(4) Questions de la coordination du travail des francophones sur les Îles: Discussion on possible collaboration with French speaking churches abroad et Anglican Diocese in Europe

(5) The Youth
There will be in 2025 a big Assembly Le Grand KIFF (http://legrandkiff.org), organised by l'EPUdF. It is certainly an occasion to invite young people from the Anglican churches to participate.

(6) Work on a common liturgy Working Group
Anne-Laure Danet, Pierre Blanzat, John McLuckie, Christine O'Dowd-Smyth

Material
C of E [https://www.europe.anglican.org/] :
https://www.europe.anglican.org/resources/services-french

Côté luthéro-réformés en France :
EPUdF : https://acteurs.epudf.org/liturgies-reformees/
UEPAL : https://acteurs.uepal.fr/culte/

The next meeting of the Reuilly contact group is due to be held in February 2025 in Paris.

Christine O'Dowd Smyth
January 2025

COMMUNITY OF PROTESTANT CHURCHES IN EUROPE (CPCE: https://www.leuenberg.eu/)
The CPCE is the umbrella organisation of the protestant churches. 94 lutheran, methodist, reformed and united churches from over thirty countries in Europe and South America belong to it. With that the CPCE represents altogether around 50 million Protestants. The CPCE exists thanks to the Leuenberg Agreement of 1973

More than 200 delegates, experts, guests and staff from 70 member churches came together for the 9th General Assembly of the Community of Protestant Churches in Europe (CPCE), which took place from 27 August to 2 September 2024 in Sibiu, Romania.

The international and multilingual meeting took place in the Lutheran parish church in Sibiu (Romania) and was held under the theme 'In the light of Christ – called to hope'.

The hosts were the Evangelical Church of Augsburg Confession in Romania, the Evangelical Lutheran Church in Romania, the United Methodist Church in Romania and the Unitarian Church in Romania.
The CPCE General Assembly meets every six years to assess the work of the past six years and to define the working basis for the next six years for the church community, which includes 96 churches in around thirty different countries.

The CPCE strategy
The new strategy, "Being Church Together in the Light of Hope', which was unanimously adopted, is based on the following four points. The CPCE is:

A communion in worship
A communion of witness and service
A communion of learning and teaching
A communion that shapes its structures.

A newly elected 13-member council will lead the work of the CPCE between the General Assemblies in 2024 and 2030. Detailed information about the new council can be found in appendix two of the final report of the CPCE General Assembly.

Priorities for the next six years and the past six years
Proposals for the further work of the CPCE were developed in five future workshops, whereby the new CPCE Council is tasked, among other things, with finding new ways of communicating and networking, taking the younger generation into account when proclaiming the faith, dealing with the question of the image of man in the AI age, and continuing the ecumenical dialogues, the work on the topic of church and democracy and migration.
The documents developed over the past six years on 'Christian Speech about God', 'Practice and Theology of the Lord's Supper', 'Church and Democracy' and 'Gender, Sexuality, Marriage, Family' were adopted and will be published in the coming months.

Four statements on democracy, migration, interreligious dialogue and minority churches adopted.

The General Assembly also discussed and adopted four statements, which are summarised below:

Democracy: The churches want to set an example of democratic forms of participation in which respectful and constructive debates can take place, even if there is not always agreement (e.g. on ethical issues).

Migration: Migration is 'a form of human and social life' that has a major impact on family life and church parishes. It is important to support families who are torn apart by migration and to be there for the people in the new destination countries. In recent years the CPCE has supported the 'Euro-orphans' project for children whose parents work abroad, by arranging contact with relatives and other forms of support.

Interreligious relations in the context of the war in the Middle East: the CPCE calls on the member churches to remain in dialogue with people of other religions, because in this way ignorance, fear and prejudice can be overcome.

Churches as minorities: The CPCE recommends that its member churches, which are minority churches in many European countries, should engage with their own treatment of minorities, stand up for the rights of minorities and openly reflect on their minority experiences.

All appendices can be found in the final report of the CPCE General Assembly, which is available in the documents area.

For more information visit - https://cpce-assembly.eu/

The next General Assembly of the Community of Protestant Churches in Europe is due to take place in 2030

PORVOO (www.porvoocommunion.org)
The Porvoo Communion of Churches, (with members from the Lutheran Churches in the Nordic and Baltic countries and the Anglican Churches in Britain and Ireland and on the Iberian Peninsula).
(Archbishop Michael Jackson, Anglican Co-chair of the Porvoo Contact Group
The Rev Canon Stephen Fielding, Church of Ireland Contact Person)

The Porvoo Communion of Churches is one of 15 Anglican and Evangelical Lutheran churches in Europe. The communion was established in 1992 by a theological agreement entitled the Porvoo Common Statement which establishes full communion between and among these churches. https://porvoocommunion.org/porvoo_communion/statement/the-statement-in-english/

The Porvoo Communion of churches met in October 2024 at the Sigtuna foundation, Sigtuna, Sweden as guests of the Church of Sweden.

The Church Leaders Consultation took place on 8 October. The theme was God's world – Proclaiming hope for future generations in the midst of the environmental crisis. It was preceded by a meeting of the Porvoo Contact Group which coordinates joint engagement with areas of common concern amongst the Porvoo churches.

The Consultation began with a greeting from the Most Rev Martin Modéus, Archbishop of Uppsala, who held out the prospect of the Church as the messenger of faith, hope and love.

In the second session on 'The added value of church involvement in the discussion on climate, and how to offer hope', the Very Rev Christina Rygaard Kristiansen, Dean of Tønder, of the Evangelical Lutheran Church of Denmark, called for the churches to be contemplative, subversive (unafraid to argue from the edge and to resist easy solutions), and apocalyptic (open to the heavenly vision of a new earth).

The third session was on 'How do we avoid moralising and increasing the burden on people, hindering a constructive approach?' Ms Joanna Slama and the Rev Aino Vihonen, of the Evangelical Lutheran Church of Finland, gave a joint presentation exploring our continuity with nature and our dependence on it, considering how we can begin to turn our climate anxiety into hope which issues in practical action.

The Rt Rev Martin Gainsborough, of the Church of England, began the fourth session, on 'What are the practical challenges for the churches and possible ways of working with these challenges'. He pointed out that the climate crisis is actually more like a civilisational crisis, a 'metacrisis' (the term of Jonathan Rosen) which pinions on a deficit in our theological anthropology; the Church needs to listen to voices beyond its own walls, and to reconceive how we can live sustainably a genuinely human life.

In a fifth session on 'Reflecting with young people and the concerns they have', Ven Andrew Orr, of the Church of Ireland, described the involvement of school pupils in climate issues with related projects. He identified six aspects young people are looking for in the present situation: thanksgiving, lament, a prophetic voice, joy in enough, justice with love, hope which gives resilience.

The sixth session was on 'Hope for future generations'. It was led by Canon Ian Loynd of the Church in Wales, who spoke about the healing of the deaf man by Jesus in Mark 7, with Jesus's deep sigh as a sign of hope which could inspire us towards action; Christian hope is fortified with faith and love in a time of environmental crisis.

On the afternoon of 9 October, we visited Gamla Uppsala (Old Uppsala) and, during a short climate pilgrimage, learned about the huge environmental challenges faced by the human race, as well as possible solutions.
For the full Communique please see https://porvoocommunion.org/church-leaders-consultation-porvoo-communion-of-churches-sigtuna-sweden-8-10-october-2024-communique/

The Consultation brought together many different experiences and perspectives from our member churches. In a context of worship in the Foundation's chapel, reflection and hospitality there was a tangible sense of different Christian traditions coming together to confront the challenges presented to us by the climate crisis.

We are very grateful to the Church of Sweden for generously hosting and facilitating this exchange.
Porvoo Work Plan 2025-2027
2025 – Theological Conference in Cardiff, Wales.
Theme: Christology and Ecumenism - The 1700th anniversary of the Nicene Creed (Council of Nicaea 325).
Dates: 7-9 Oct. 2025 (PCG 6-9 Oct. 2025)
2026 – Primates' Meeting Dates: 6-8 Oct. 2026 (PCG 5-8 Oct. 2026) Location: York
2027 – Thematic conference Dates: 12-14 Oct. 2027 (PCG 11-14 Oct. 2027) Location: Iceland

The Church of Ireland was represented in Sigtuna, Sweden by: Archbishop Michael Jackson, Anglican Co-chair of the Porvoo Contact Group, The Rev Canon Stephen Fielding, Church of Ireland Contact Person, The Ven Andrew Orr, Church of Ireland delegate.

The Porvoo Declaration commits the churches which have signed it 'to share a common life' and 'to pray for and with one another'. An important way of doing this is to pray through the year for the Porvoo churches and their Dioceses. The prayer diary for 2025 is found online at https://porvoocommunion.org/porvoo-prayer-diary/

Stephen Fielding
January 2025

EUROPEAN AFFAIRS WORKING-GROUP
Membership
Canon Kevin O'Brien (Convenor), Prof Ben Tonra, George Woodman, Rev Canon Adrian Empey

We should first note the retirement of the previous co-ordinator of the EWG, Canon Dr Kenneth Milne, to whom grateful thanks are most certainly due for his long and faithful service, and his passion for the topic. We are delighted that he retains an interest in the working of the group, although he is no longer expected to be a working member.

A meeting was held in Sept 2024 at CITI in order to revisit the operation, purview, membership and 'audience' of the working group, given the following concerns:

- How to broaden the expertise contributing to the group's activities?
- What is the desired focus and function of the working group?
- Whom is it serving, to whom is it reporting, what practical utility is/could be derived from its reports?
- The possibility that more focused subject reports throughout the year were seen by only a very few members of CCUD, and solely the generalised General Synod report was seen by many.
- Had the working group therefore been producing reports that few saw, and fewer acted upon?
- Could the reporting of the working group combine shorter, more focused reports with a wider readership – in real-time?
- If the working group was to dedicate time to its work, they needed to be assured that it would result in tangible benefits to others.

The group considered the following 'audiences':

- Members of the General Synod involved in passing legislation;
- Other committees of the General Synod involved in drafting Legislation and administering policy;
- The House of Bishops;
- Clergy who may require information about European issues when formulating teaching and preaching;
- Members of the Church of Ireland who might wish to be informed about developments affecting their lives, businesses, farms, schools etc.

The group intends to work in the following way for the next two years for a 'proof of concept' period:

- Employ a 'blog' format (http://ewgbulletin.blogspot.com/);
- The blog can either be open to all readers ie a link on the Church of Ireland website – or restricted to General Synod members.
- All General Synod members to be invited to subscribe;
- All committee members and RCB staff to be invited to subscribe;
- There will be an 'editorial team' of up to six, comprising the existing members, plus two to be invited for their additional expertise – to operate as a collective – all of whom can post content
- Each of the 'editors' may recruit 'occasional contributors' on a subject-by-subject basis who would submit their content to an 'editor' for approval and subsequent posting.
- Posts cover the following topics and be drawn from a variety of named sources:
    - Rural affairs/EU agricultural policy
    - Legislation affecting church buildings
    - Employment issues
    - Cultural affairs
    - Social policy
    - Reaction to conflicts esp local
    - Refugee-migrant policy
    - Green issues
    - EU Parliament
    - Ukraine
    - Brexit
    - Academic papers - news of seminars/lectures
    - Conflict/security

    - European church culture and ecumenical matters
- Posts includes material from:
    - The 'editors' own content e.g. reports on conferences/meetings attended and commentary on specific issues;
    - Secondary source material from the press, TV and other media Commission/Parliament/Council of Europe websites and bulletins;
    - Original content from 'occasional correspondents' with particular expertise;
    - Reports from the Church of Ireland CEC, Reuilly, Porvoo reps.
- Feedback from readers will be invited via messaging to the blog e.g. requests for further information and/or additional topics to be included.
- Reports will be made to CCUD and General Synod as before but also posted on the 'blog'.
- It should be noted that the EWG blog does not represent the views of the EWG (unless specifically stated) but is instead a digest of material drawn together from various sources and standpoints to inform readers of a variety of views.

The reports of the EWG will rarely, if ever, be of a confidential or sensitive nature, however, we require guidance concerning management of the readership, the options are as follows:

- The EWG Bulletin is listed on the Church of Ireland website with unrestricted access for all: Members of General Synod, the wider Church of Ireland, and the general public.
- Readership is restricted, for example, to Synod members and committees with their email addresses supplied to the EWG for automatic inclusion as invited readers – shared under GDPR as 'reasonable and proportionate' (for Synod business).
- Synod members, committees and other interested parties are invited to personally apply to the EWG for subscription – note this would substantially increase admin and greatly decrease occasional readership.
- It should be noted that the desire of the EWG group is to be of the greatest help to the greatest number.

Kevin O'Brien
December 2024

INTER FAITH WORKING GROUP
Membership
Mr Femi Atoyebi, Rev Suzanne Cousins (convenor), Rev Alistair Doyle, Mr David Reynolds, Rev Abigail Sines, Rev Dr Stephen Skuce (Methodist Church in Ireland)

Expression of thanks and key points of interest
The Interfaith Working Group ('IFWG') has had another productive year. Sincere thanks are extended to the many people – Church of Ireland and other – who continue to support the endeavours of the Interfaith Working Group, and to each of the group members (listed above) for their commitment and faithful work. We are grateful for the expressions of collegiality and solidarity of friends from a number of forums, including and in particular, Dublin City Interfaith Forum, Galway Interfaith Forum, Northern Ireland Interfaith Forum, and Cork Three Faiths Forum.

The Working Group continues to meet online and to report regularly to the Commission for Christian Unity and Dialogue. The aims continue to be, in sum, the supporting of the Commission in: (1), the equipping, education and encouragement of Church of Ireland people and parishes in the pursuit of positive, informed and peaceable relations with people of other faiths; and, (2), the support and enabling of the Commission for Christian Unity and Dialogue in being a voice within the Church of Ireland for refugees. The biblical principle of faithful and loving Christian witness undergirds all our efforts, in line with The Five Marks of Mission of the Anglican Communion:

"The Five Marks of Mission: The mission of the Church is the mission of Christ"
1. To proclaim the Good News of the Kingdom
2. To teach, baptise and nurture new believers
3. To respond to human need by loving service
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

The first Mark of Mission, identified with personal evangelism at the Anglican Consultative Council in 1984 (ACC-6) is a summary of what all mission is about, because it is based on Jesus' own summary of his mission. This should be the key statement about everything we do in mission."
(See: The Five Marks of Mission: https://www.anglicancommunion.org/mission/marks-ofmission.aspx.)

There is recognition that the work to promote and support positive inter faith dialogue and engagement is increasingly relevant and important in everyday living in Ireland, not least as demographics continue to change and society (both in the Republic of Ireland and Northern Ireland) becomes more mixed in its racial and religious make up, and with evidence of an increase in racist hate speech and anti-immigration narrative. There are avenues of peace to be pursued and violence to be challenged, with the help of the Holy Spirit. In this regard it has been encouraging, for example, to see growth in our relationship with such bodies as Schools of Sanctuary ('SOS') and their work of building a welcoming and inclusive society; this through, (1), the participation in the annual COI Interfaith conference, of Sanctuary Ambassadors with Schools of Sanctuary connections, and, (2), the invitation in November 2024 to IFWG members to participate on site and in person in the SOS monitoring process in the first Co. Mayo school (Sancta Maria College, Louisburgh) to be awarded Sanctuary status.

2024 Interfaith Conference
The 2024 Interfaith Conference, as in 2023, was organised in pleasant and positive partnership between the Church of Ireland and the Faith Stream of Places of Sanctuary, Ireland (see https://ireland.cityofsanctuary.org/sanctuary-in-faith). This partnership continues to be mutually beneficial as an expression of solidarity with refugees and asylum seekers, and a means to an applied and nuanced theological approach to the wider issues of inter faith relations. These issues include relations between Islamic and Jewish communities which globally are perhaps more severely challenged and strained than ever in light of the deterioration of Israeli-Palestinian relations following the events of October 7, 2023. These and the subsequent escalation of violence and the massive fallout of suffering requires that COI Christians continue to take seriously the calls of our own leaders to pray without ceasing for a lasting ceasefire and an enduring peace in the Land called Holy.

The 2024 Interfaith conference, which took place on 25th May in Wesley House Dublin, under the title, 'The Dialogue of Friendship: Countering voices of enmity', drew fresh interest and a good attendance from a wide range of churches, communities and groups. The keynote speaker was the Rev Bonnie Evans-Hills (Episcopal Church of Scotland) who was honoured in the 2022 Lambeth Awards for her longstanding dedication to the building of interfaith relationships. Her contribution to the day helped ensure that the conference was marked by a theological and spiritual depth and had a practical, compassionate and humanitarian focus. On the topic of countering hate and responding with humanity, the contributions and insights provided by members of Schools of Sanctuary and Hope and Courage Collective were timely and pertinent. Feedback on the event was on the whole very positive, while at the same time note is taken of the need to increase in island-wide participation.

The plan for the 2025 conference is to partner for a third year with the Faith Stream of Places of Sanctuary. This conference is due to take place on Saturday 17th May 2025 in Dundrum Methodist Centre, Dublin (venue tbc). The keynote speaker is Dr Ebun Joseph, lecturer, author, consultant, and founder and coordinator of the first Black Studies module in Ireland at University College Dublin. Dr Joseph lectures on social policy, equality, migration and race, is director of the Institute of Antiracism and Black Studies, and a career-development specialist with the Royal College of Surgeons.

Guidelines for Interfaith Dialogue and Events

The updated booklet Guidelines for Interfaith Dialogue and Events booklet, having been approved by the Commission and the House of Bishops, was launched at General Synod in May 2024. The IFWG continues to commend the booklet as an accessible read for anyone in the parishes and dioceses of the Church of Ireland, and the intent is that the booklet is a useful resource also to other churches and denominations. The Methodist Church in Ireland has, with COI approval, adapted the revised Guidelines and provisionally adopted the booklet it for its own use. The (COI) booklet is available from the COI bookstore. Some copies may be available through the Diocesan Secretaries. It has also recently been uploaded to the online bookstore which is linked to the COI website): https://store.ireland.anglican.org/store/product/186/guidelines-for-interfaith-events-and-dialogue.

Scriptural Reasoning

Another online Scriptural Reasoning event was held on Tuesday 5 November 2024, with the theme of Compassion, under the title 'Deepening our Faith and Compassion.' The speakers were from the Jewish, Muslim and Christian traditions. The Jewish contributor was Rabbi Jonathan Romain, author, Convenor of the Reform Beit Din, Chaplain to the Jewish Police Association and President of the Accord Coalition. The Muslim speaker was Dr Mudafar Al Tawash, a founding member of Dublin City Interfaith Forum and a retired doctor in Agriculture. The Christian contributor was Rev Dr Stephen Skuce, Northwestern District Superintendent for the Methodist Church in Ireland and a member of the IFWG. Rev Dr Skuce previously served as a mission partner in Sri Lanka and worked with the British Methodist Church in roles including Director of Research and Director of Global Relationships, and as Academic Dean at Cliff College. The 2024 Scriptural Reasoning event proved for most participants to have been both engaging and enlightening. Resources and personnel allowing, the IFWG would like to offer these 'SR' events on a more regular basis. A personal response to the event by one participant can be found in the article below, which was published in the December 2024 issue of the Church of Ireland Gazette.

Scriptural Reasoning: Deepening our Faith and Compassion
by Mr Kenn McLaughlin, Castlebar Parish, United Diocese of Tuam, Limerick & Killaloe

I believe I am what is called a "blow in" I am an American-born newly-minted Irish Citizen recently joining the foreign-born registry and moving to County Mayo, the home from which my ancestors emigrated decades ago. As I continue to build relationships here, I have been working to connect my life-long spiritual journey to the practices of Ireland and find the ways in which God seeks to use me here in my new home.

I recently attended an online event titled Scriptural Reasoning: Deepening our Faith and Compassion (5 November 2024) which was sponsored by the Church of Ireland Interfaith Working Group with Dublin City Interfaith Forum. I was deeply moved by the time in communion with the group assembled.

I was especially engaged through the core question of the event: What does a call to be compassionate sound like in varied faith traditions? Rabbi Dr Jonathan Romain MBE used a compelling story which followed Rabbi Judah the Prince on his journey to a compassionate life, and included kidney stones, a calf and kittens. The Islamic tradition of beginning each and every action with a centring call to align with mercy and compassion was shared by Dr Mudafar Al Tawash, and Mark's Gospel story about Jesus' compassionate response to two blind men was offered from Methodist Minister Rev Dr Stephen Skuce. Each of these spiritual leaders provided historical and cultural contexts for their choices of material and then our large group was split into two breakout sessions, where rigorous conversation began. In my small group, the interconnected layers of the material, and the varied responses to each reading made for a deep reflection on the nature of human compassion and our capacity to both employ compassion and to miss the opportunity to do so.

Taken as a whole, the event allowed for a widening of perspective regarding an issue central to human life – our power to offer compassion to others, especially those in most need of it. Interfaith practice allows for myriad faiths to be seen in both affinity and relief, confluence and contrast. The result, to my mind, is a deepening of my spiritual walk and a more meaningful connection to the community around me; a community

made up of people who think and pray like I do, and those who meet and engage with God in ways very new to me. I look forward to more events like this one and encourage everyone to give such interfaith explorations a worthy try. God made a magnificent, diverse world. How much more of it will we see when we look for it with fresh eyes? asked the 'Blow-in' to whom all things look wonderful and new in Ireland.

For a better future: Holocaust Memorial Day 2025
As this report is being written we are anticipating attending this year's major HMD Trust Northern Ireland event in Belfast, on 23 January, with the Archbishop of Armagh and Primate of All Ireland, and a visit to the Belfast Islamic Centre on the same date. The HMD 2025 theme is 'For a better future'.

Network for Inter Faith Concerns in Europe, North America and Canada (NIFENAC)
We note that the Revd Suzanne Cousins is now a member of NIFENAC which, by happy coincidence, is chaired by our own Archbishop of Dublin.

Suzanne Cousins,
December 2024

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Appendix 1 ~ Annual Church Meetings

Quakers in Ireland
Religious Society of Friends Ireland Yearly Meeting 2024

The Ven Andrew Orr and the Rev Meghan Farr represented the Church of Ireland at the Ireland Yearly Meeting of the Quakers held in Cork from 17th to 21st July, 2024.

The theme for this year's meeting was 'The Spirit of Ubuntu' emphasising the interdependence of all, encapsulated in the concept of 'I am because we are; and since we are, therefore I am'.

Rev Meghan Farr attended the opening session on Wednesday with introductions followed by a reception for visiting ecumenical guests. The evening session included a talk on ecumenical/ interfaith activities. This was an opportunity to learn from each other and hear of challenges and opportunities in the spirit of receptive ecumenism. In addition to the C of I, ecumenical and interfaith representatives included the Methodist Church in Ireland, the Presbyterian Church and the Cork Jewish Community as well as visitors and representatives from other Yearly Meetings around the world.

Common themes from all the speakers included the challenge of violent conflict, not just in other countries but in our own society as well, the challenge of the after- effects of the pandemic and people not returning to church, the challenge of climate change, the challenge of sexuality and the challenge of reaching out into the public square.

One fascinating feature of the Yearly Meeting is that it is preceded by a number of 'special interest groups' held online. These allow more in-depth discussion of topics, which then allow people to come to the Yearly Meeting having thought about some of the issues that are raised. Topics this year included the West Bank, The Life of George Fox and the crime of Ecocide.

As well as the routine business of elections and accounts, the meeting receives 'epistles': a summary of the work and life of each meeting. It is striking how often Quakers can be found working with those on the edge of society: in prison, in Palestine, experiencing food poverty, and with International Protection Applicants.

The theme of Ubuntu was explored by various speakers: working and walking together and exploring co-operation around the world. A particularly challenging workshop looked at our own personal responses to conflict and how we deal with conflict on a local scale. Ubuntu was also the heart of the public lecture

delivered by Nozizwe Madlala-Routledge, a former South African MP and Director of the Quaker United Nations Office in Geneva.

This was a fascinating experience, and the way in which all members of the Meeting are encouraged to participate through the use of small groups might give our own Synod much to think about!

The Methodist Church in Ireland Annual Conference Report 2024

Mr Steve Addis
Most Rev Pat Storey

We were delighted to attend the Methodist conference on behalf of the Church of Ireland. As reps who had never been to this conference before it certainly had a different flavour from General Synod. There was a lot more time and space for worship, singing and prayer and lots of periods of silence. There was significant time set aside each morning for Bible study which were magnificently led by our own Rev Danielle McCullagh, chaplain to Queen's University Belfast. The conference began in a very informal manner and proceeded to be more agenda-driven as the days progressed. There were many reports that had little or no engagement, and no applause was permitted after podium speeches, which proved exemplary during the difficult debate on human sexuality.

It is certainly true to say that the Methodist church and its congregations face the same issues as the we do in the Church of Ireland – smaller congregations, some decline, less money that before Covid, and an emphasis on pioneering. Much of the conference timing in the afternoons were given over to the debate and Resolution on human sexuality. Similar to the work of the Church of Ireland, there has been a Working Group on Human Sexuality and the Faith and Order report followed. There was an introduction on biblical scholarship and many viewpoints were expressed. At one point there were seventeen people waiting to speak and everyone's views were heard. There were only three minutes allotted to each speaker, and this was adhered to rigidly. A lack of progress was feared from those who wished the Resolution to progress, and a fear of division was expressed by those who would be voting against it. After long and heartfelt debate, the vote was taken and the Resolution (with the amendment quoted below) was overwhelmingly passed by 162 to 27 votes. The debate was conducted in a profoundly dignified, respectful and pastoral manner.

The Resolution signified that whilst doctrine would absolutely not change on marriage ie Methodist Belief 2003: 'marriage is a relationship, intended as permanent, between one man and one woman within which sexual intercourse establishes a unique intimacy. A loving marriage relationship is seen as the only appropriate relationship within which sexual intercourse may take place', decisions around the *service* of those in relationships other than heterosexual marriage could be deferred to individual Church Councils. Please find below a selection of phrases from the Resolution:

2.2 'We recognise that Scripture on human sexuality is read and understood in different ways. As a Methodist people we differ as to the validity of those different readings.

4.2 'We recognise the complexity of this discernment for local Societies in which many factors, including the Church's teaching on human sexuality, are considered. Our practice remains that it is the responsibility of the Church Council to discern how people may serve in the life of the local Church and that discernment about service and leadership beyond the local Society is the responsibility of the relevant Circuits and MCI teams.'
Towards the end of the debate an amendment was added which reads:

4.3 We affirm that adherence to MCI teaching on marriage requires faithfulness in marriage and celibacy outside of it; this is a goal of discipleship and a standard for spiritual leadership and teaching roles.
In their discernment processes church councils, circuit executives and MCI teams are accountable for maintaining these principles in a compassionate way for the spiritual edification of the Church.

The Amendment was overwhelmingly passed. It is fair to say that the whole Faith and Order report would need to be read in full context in order to understand the journey of the Methodist church in this regard.

In conclusion, it was an enjoyable conference where we felt very much welcomed and included as those with whom they were in a covenant relationship.

The General Synod of the Church of England Report 2024

I attended the General Synod of the Church of England which met at York University from Fri 5 July- Tue 9 July 2024. It was very interesting to see how another member of the Anglican Communion conducts itself at synod and how much there is of common concern.

The welcome and Presidential Address was given by the Archbishop of York on the day after the UK general election and the smooth transfer of power was acknowledged by all. *Given the role of the Lords Spiritual the Archbishop of Canterbury and some other bishops were required to miss the Tuesday session of synod to attend Westminster for the initial swearing of MPs.*

The Archbishop of Finland - Tapio Luoma – spoke about the Porvoo agreement 1994 - 95 as an ecumenical milestone. This was followed by a presentation on 'Confirmation Summer Camp' by Bishop Matti Repo - Finnish Confirmation Training Programme – a joint venture with the Diocese of Manchester since 2004, where 25 confirmands per year have attended joint camps aimed at young people to help strengthen their faith in God and to equip them for life as a Christian.

One of the main items of business was the report on 'Trust,' produced by the Wisdom of Trust Working Group chaired by Professor Veronica Hope Hailey, which highlighted a Clergy bias and a lack of trust between the House of Bishops and the Laity. Concerns were raised over accountability, trust and a lack of trust in the Living in Love and Faith (LLF) process. A wide range of questions and discussion followed to take this 'preliminary' report further. Later that afternoon the first of the 221 questions were tabled and discussed.

Saturday morning was dominated by Legislative Business including Chancel Repair Liability and the Archbishops Council Budget, which reported on the growing deficit in diocese budgets and the rising number of vacancies. It was also reported that £17.4m had been allocated for ministry training and £6.4m for clergy retirement housing. In 2025 the Archbishop Council has an operating budget of £38m. Concerns were raised for retired priests falling into debt and wide ranging debate over stipend; pensions and rental properties for retired clergy, including those who sold property to fund ministerial training years ago - at that time it was felt inappropriate for clergy to have a mortgage and/or a 'retirement' home The financial problem is a 'Missional Crisis' said the Chair of the Archbishops Council.

The Synod remain consumed with matters to do with LLF, Safeguarding and a strong desire to move forward as One Church. Some fault lines continue to deepen and attempts to build trust are finding it difficult to gain traction on either side. Following the Independent Inquiry into Child Sexual Abuse there was a recommendation to replace the Clergy Discipline Measure (2003) and to include the latest safeguarding advice. It was however felt that Safeguarding is not a burden but a witness and response to the gospel. There was deep concern about any delay in the appointment of a new Independent safeguarding scrutiny body. The Archbishop of Canterbury highlighted the challenge of dealing with very powerful leaders – There is a 'slight gap in the way we look at things as to how we deal with very powerful leaders. You don't want to quench them, but you do want to make sure that they don't go bonkers . . . and are not irresponsible in their actions'.

The Synod debate on *Human Dignity of Disabled Children* presented by Archdeacon Pete Spiers. Pete, born in 1961 with disabilities resulting from thalidomide, set out a motion that challenges the common assumption that bringing a disabled child into the world is a tragedy to be avoided. Intrinsic human value and dignity was at the forefront of this debate which was very powerful and deeply emotional debate for an hour. – While synod at times showcase on this item there was unanimity.

On Monday was a debate about foodbanks and the inadequacy of social security, informed by direct experience. A motion was introduced which called on the House of Bishops urgently to engage with the new Government to review the adequacy of current social-security provision. Mass dependence on food emergency parcels was 'a moral scar on our society', was said by the proposer and other speakers agreed -many of whom were involved in church-run foodbanks.

On the final day, Tuesday, the Synod endorsed a day of prayer and action for the persecuted Church, after a debate filled with stories about how, around the world, believers continued to suffer for their faith.

The last item of business was a presentation from pupils from Archbishop Holgate School, in York, and the Archway Learning Trust, in Nottingham. It was a reminder to the Synod that young people were the future of mission and ministry.

As an observation the ecumenical guests and representatives seem a very cohesive group and well looked after and respected at Synod.

Mike Johnston
July 2024

Reflections from the General Assembly of the Presbyterian Church in Ireland 2024
Prepared for the General Synod of the Church of Ireland Book of Reports
Delegates from the Church of Ireland to the General Assembly: Ms Judith Cairns and Archdeacon Paul Thompson

The 2024 General Assembly of the Presbyterian Church in Ireland was held from 20th-22nd June in Belfast. There were several key aspects of the Assembly's structure and proceedings, as well as the main issues addressed.

STRUCTURE AND GOVERNANCE:
The General Assembly functions as the supreme court of the Presbyterian Church, representing the whole Church and acting as its highest legislative, administrative, and judicial authority. This differs from the Church of Ireland's parliamentary model of synodical government. This means the procedure by which bills are passed and business is conducted is very different in the General Assembly when compared with the General Synod of the Church of Ireland.
Voting members are limited to ministers and elders present on the ground floor of the assembly hall. This felt quite different to the Church of Ireland's representation of and participation by clergy and laity in its synodical structure.

KEY ISSUES OF THE PRESBYTERIAN CHURCH IN IRELAND:
Declining Numbers: The Assembly addressed the challenge of fewer ministers and increasing vacant charges, focusing on reconfiguring ministry and mission.
Financial Pressures: Significant financial challenges were discussed, particularly concerning the Council for Social Witness and the Council for Training in Ministry.
How to disagree: There was considerable debate and a vote about how individuals might disagree with established denominational policies. The view of the Assembly was that while individuals might so disagree, they should not try to stop such polices being implemented.
Safeguarding: Developing robust child and adult safeguarding policies across the denomination was emphasised as a key priority.

POSITIVE INITIATIVES:
The **"Present" Initiative**: A denomination-wide programme encouraging congregations to be present to God, each other, and their communities.

Partnerships: The Assembly highlighted the value of local and global partnerships with churches, institutions, and agencies. There were presentations from several Presbyterian groups outside of Ireland.
Chaplaincy Ministries: The work of chaplains in various sectors, including farming, was celebrated as an important frontline ministry.
Special Focus - West Belfast Special Ministry: Led by the Rev David Moore, this ministry has made notable progress: establishment of a core team and weekly Bible study, community engagement through exhibitions and book launches, appointment of a part-time worker focusing on refugee outreach, development of occasional worship services with plans for more regular gatherings and growing local financial support, now covering almost 50% of the ministry's costs

This report provides an overview of the key aspects of the Presbyterian Church in Ireland's General Assembly, highlighting both the challenges faced and the positive initiatives undertaken.

THE CHURCH OF IRELAND COUNCIL FOR MISSION – REPORT 2025

MEMBERSHIP (AS OF JANUARY 2025)
ATTENDANCE FIGURE FOR JUNE 2024 – JANUARY 2025

Rt Rev Ferran Glenfield (2)	House of Bishops / Kilmore
Rev Tim Wright (Hon Chair) (3)	Synod
Rev Colin McConaghie (Hon Secretary) (3)	Synod
Sarah Taylor (Hon. Treasurer) (3)	Kilmore and Elphin
Ms Emma Lynch (3)	AMS
Ms Jenny Smyth (2)	AMS
Rev Stephen McElhinney (0)	AMS (stepped down May 2024)
Rev Dr Paddy McGlinchey (2)	CITI
Rev Dr Laurence Graham (2)	Methodist Church
Mr Thomas Stevenson (2)	Armagh (stepped down September 2024)
Ven Paul Mooney (1)	Cashel
Rev Kingsley Sutton (3)	Cork
Rev Jonathan McFarland (3)	Derry and Raphoe
Ven Andrew Orr (2)	Synod
Rev Isaac Hannah. (2)	Synod
Mrs Jill Lester (2)	Connor
Mrs Hazel Speares (3)	Mothers' Union
Mr David Frizelle (3)	Tuam, Limerick and Killaloe
Rev William Jeffrey (3)	Clogher
Rev Henry Blair (1)	AMS
Mrs Hilary McClay (1)	Bishops' Appeal
Ms Kelley Bermingham (0)	Meath and Kildare
Mr Luke Hawkins (2)	CIYD (joined June 2024)
Rev Adam Pullen (2)	Synod (joined June 2024)
Rev Richard Balmer (1)	AMS (joined January 2025)

According to the constitution of the Council, each diocese is entitled to nominate a representative and an alternate. Alternates attend when the principal representative is unable to. Some members represent more than one possible constituency.
The Council for Mission met three times from June 2023 to January 2024, unfortunately a fourth meeting had to be cancelled due to a bereavement.
These meetings were a combination of in person in the Church of Ireland Theological Institute and online via Zoom.

CHANGES IN MEMBERSHIP SINCE GENERAL SYNOD 2023

Rev Stephen McElhinney who was an AMS rep on Synod stepped down in May 2024 following his departure from the South American Missionary Society to return to parish ministry. We wish Stephen every blessing.

Mr Thomas Stevenson stepped down from the Council in September 2024 after many years of faithful service. We thank Thomas for his contribution to CfM and wish him God's blessing.

Mr Luke Hawkins joined the CfM as CIYD representative in June 2024. Luke will provide an important link between the Council and the youth of our church.

Rev Adam Pullen returned to the CfM as Synod representative in June 2024. Adam is a former chair of the Council, and we are delighted to have him back on board.

Rev Robert Balmer joins the CfM as AMS representative. Robert will represent the work of Crosslinks, and we look forward to his contribution to the Council.

We are grateful to all the members who have contributed to the work of the Council for Mission over the years.

We continue to use the Anglican 5 marks of mission to focus our activities, which are:

1. To proclaim the Good News of the Kingdom (Tell).
2. To teach, baptise and nurture new believers (Teach).
3. To respond to human need by loving service (Tend).
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation (Transform).
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth (Treasure)

(Bonds of Affection-1984 ACC-6 p49, Mission in a Broken World-1990 ACC-8 p101).

ITEMS FOR DISCUSSION:

COUNCIL MEMBERSHIP

The aim of the CFM has always been to represent the wide breadth of the Church of Ireland with representation from each Diocese alongside members elected by General Synod and representatives of the Association of Missionary Societies.

There has been a large turn over in membership over the last couple of years with a number of people having served the maximum terms while others have left the Diocese or organisation they represented.

We would encourage those Dioceses that aren't currently represented to prayerfully consider nominating someone to represent them on the Council.

2024 - A YEAR OF NEW OPPORTUNITIES

In the report to General Synod 2024 we spoke of the CfM undergoing a year of transition as new members had joined and we had spent time seeking God's guidance for the coming years. We reported that the CfM would be focussing on two major projects in the year to come, the launch of a new Podcast Series and a Global Mission Partner. Both of these projects launched during 2024.

PODCASTS

'Mission Matters - A Church of Ireland Council for Mission Podcast' launched in June 2024 under the production of Mr Stephen Fletcher, Communications officer of the United Dioceses of Tuam, Limerick and Killaloe. The aim of the Podcasts is to promote mission within the Church of Ireland both here and overseas and to encourage others to engage in mission.

The first podcast featured Ms Joanne Miller, a Church Army diocesan evangelist in Glendermott Parish, in the Diocese of Derry and Raphoe.

The initial podcast was followed up with episodes featuring:

- Rev Daniel Lescano, Vicar General of the Anglican Diocese of North Argentina
- Mulugeta Dejenu-Haile, Regional Programmes Coordinator for Tearfund Ireland in Ethiopia
- Rev Arsène Mafurebe, Gitega Diocese, Burundi and CfM mission guest
- Mr John Quinn, Strategic Director of Alpha Ireland

All of these podcasts can be found on the Church of Ireland Website and the CfM social media. Thanks to Mr Peter Cheney, Church of Ireland Press Officer, for his assistance in promoting the podcasts.

The Council would like to thank Stephen for all his hard work in helping us get this project up and running.

If you have any inspirational missional stories that would make for inspiring listening, please let us know as we seek to develop the podcasts in the coming year.

GLOBAL MISSION PARTNER

In 2024 CfM started a further new initiative with our first Global Mission Partner as we welcomed Rev Arsène Mafurebe Pastor of St Marc's Parish, Nyabutusti, Gitega Diocese, Burundi.

Rev Arsène was sponsored by Church of Ireland parishes through his theological degree course at Bujumbura Christian University, Burundi. He was ordained in 2021 and has since been serving as priest in charge of St Marc's parish. Rev Arsène's visit was funded by CfM and facilitated through CMS Ireland one of our AMS members. We are grateful to Mr Roger Thompson for all of his work in co-ordinating such a varied program for the visit and for all our church communities who welcomed Arsène across the island of Ireland.

During his five weeks visit across April, May and June 2024 we believe the Church of Ireland benefitted greatly from the presence of Rev Arsène. Arsène brought insight, energy and a different perspective on how we do things here. He helped us to see with fresh eyes our part of the global church.

We believe the best way to understand the impact of Arsène's visit is through his own words.

*"*I am very happy with how my visit to Ireland/N Ireland and England from 23/4 to 5/6/2024 was planned. I was well briefed beforehand. Meanwhile I understand that the delay in obtaining my Irish and UK visa might have disturbed plans at some point. This placement visit was hosted by the Council for Mission, coordinated and supported by CMS Ireland, two entities that collaborate well and whose mission are complementary.

During my visit, the weather was favourable; it allowed me to easily adapt to everything. I value a lot the care and consideration I received from all placement hosts. They were very welcoming, they did a lot of driving, walking and were very patient with me. I never had to complain about food, beds/coverings, hot water for bathing, and having my clothes washed. They are very friendly. I pray to not have been a very demanding guest!

For 6 weeks, I visited all sorts of contexts for mission from Dublin to Sligo to Belfast: children's ministry, youth and urban mission, elderly ministry, rural ministry, peace and reconciliation initiatives, pioneer ministry and the Church Army Training Centre, hospitals and school chaplaincies. I attended confirmation services in both Castleknock parish, Dublin with Archbishop Michael Jackson, and Calry parish Sligo with Bishop Ferran Glenfield, as well as a Burundi Focus Event in Glendermott and New Buildings parish, Derry/Londonderry.

Coming from Burundi where Christianity is less than 150 years old, my understanding is that Ireland has a very old Christian tradition. However, the fact that at a certain point in history religion at some extent interfered with politics, that made religion and the Church accountable for certain political failures hence bringing people far from God and the Church. That being said, it is encouraging to note that the Church is working hard to pass on the good news of the Gospel to the next generation in a highly complex socio-political context.

Please find below a few reflections:

a) Visits to Discovery Gospel Choir & St Brigid's Cathedral, Kildare

I visited KIVA School in Kildare which has children from 33 different countries. This shows, in my understanding, how complicated it is to minister in such a multicultural context!

I also visited Trudy's Bible house group. Trudy is a 94-year- old lady, a lay reader who incredibly loves the Lord and who still runs a Bible Study in her home. I was amazed to learn that the youngest member of the house group is 79. Burundi having a very young population, this visit introduced me to a ministry to the elderly that I looked at very closely.

Being a fervent music lover, joining Discovery Gospel Choir for rehearsal was an enjoyable moment. Discovery Gospel Choir is an incredible outreach initiative in the midst of Dublin, a very multicultural city, that creates a feeling of belonging in the hearts of these many young people (some Christians and others not) presenting to them the Gospel in a musical envelope.

My visit to St Brigid's Cathedral was inspiring. St Brigid is an amazing and old Cathedral, full of history and Heritage. The church is using this site as a centre of mission! With an estimated attendance of above 20,000 visitors every year, the Cathedral uses tourist visits as an opportunity for Gospel proclamation. It also attracts

many young girls as St Brigid is perceived as a patron of Women's Leadership since the early church. I believe this to be an asset the COI can capitalize on to further strengthen local mission.
I also visited St Brigid's Light Peace Centre - a Roman Catholic nun's peace centre that provides a safe space for pilgrimages and reconciliation in a post-conflict country and context. The centre reminded me that Peace is not only the absence of gunshots! It is a state of the heart. There is still a lot to be done for people of all Ireland to completely heal them from the wounds of the past, just like Burundi.

b) Church Army College, Sheffield
Church army plays an important role in training future commissioned evangelists within the Church of England and the Church of Ireland. I attended mission and evangelism first year module and I was asked to speak on mission in context.
From my experience, mission done outside its cultural, environmental, economic, demographical and ethical context does more harm than good.
I noted that candidates come from Churches from different theological traditions (conservatives, Catholics, evangelicals, charismatics, etc.). However, despite their
diversities, tutors do their best to be as objective and practical as possible, taking into account that mission will be applied differently depending on the theological influence of the student and her/his Church.
I genuinely believe that the mission of the Church should not rely only on ordained ministry. There should be room for flexibility in form, however not in substance, which would allow lay and young people to actively participate in mission, always thinking about new ways of presenting the Gospel to unreached categories of each community.

c) Glendermott Parish, Derry/ Londonderry
Conflictual history of the city:
Derry/Londonderry is a walled city. I had a walk on the wall around the city and realized the history of Ireland somehow mirrors the history of Burundi.The two countries have suffered periods of troubles, political and religious divisions that have caused so much psychological, physical and spiritual harm and wounds yet to be totally healed in both countries. The Peace Bridge and all the initiatives for reconciliation are perfect examples of what reconciliation ministry looks like!

d)Another Chance Charity Shop
This is the Glendermott and Newbuildings Parish's Charity Shop, located in a former interface area between Catholics and Protestants during the troubles. This shop gives opportunity for people to donate clothes and other possessions which are sold to generate income to support mission.
It serves the communities as prices are lower compared to other shops and gives to the Church the opportunity to show compassion and the love of Christ to people in need (e.g. homeless people). Furthermore, the Charity brings people together. From Monday to Sunday, there are people who volunteer to work in the Charity Shop; some of them do not even attend Church. The charity has become a powerful ministry.

e) The House Group
From Africa, we have these stereotypes that the West is progressively becoming secular. It was therefore very encouraging to see that there are people who still meet in small house groups to share the word of God. For me, this proves that the old way of relational and invitational approach to evangelism within neighbourhoods is still relevant.
All that being said, attending the General synod of the Church of Ireland was an opportunity for me to learn, to understand the context of ministry in Ireland and to embrace the Anglican communion as I felt linked to what was happening miles away from my home country. The Synod was also an opportunity for me to connect with new people, as I first met Archbishop John McDowell there.
The possibility to invite partners in mission from other denominations in the general synod was totally new to me. I loved that as it strengthens ecumenism by creating strong bonds of partnerships in mission. The baptism of children of unmarried parents (single parents or parents that are not religiously married) was a heated debate at the General Synod. This further highlighted the challenge within the Church (in Burundi as well) of having

a common theological, doctrinal and pastoral understanding of what it means to be a welcoming, caring and loving Church for both lay people and clergy.
Thus, I believe this placement visit has brought closer our two Churches of Burundi and Ireland. I have ministered in the Church of Ireland by sharing the word of God, testimonies and addressing people and groups of people. Through this, I was able to talk about Burundi and its Church to members of the C o I both clergy and laity. This bridges cultural differences and serves as a solid foundation to build a positive bilateral mission partnership between our two Churches. Also, I have learnt new ways of doing ministry in addition to making new friendships. I have grown as a person and as a pastor in the Church of Burundi, Gitega Diocese.
I believe that after my visit there are more people from Ireland who pray for what God is doing in Burundi and vice versa. The newly signed partnership between Gitega Diocese, Armagh Diocese and CMS Ireland was built on the foundation laid by this visit.
In short, the fact of changing placements a number of times and constantly adapting to new people has been the biggest challenge and the biggest opportunity at the same time. It has allowed me to meet many people and to explore mission in the C o I to the maximum. Language has been negligibly challenging as well as English accents change a lot from place to place in Ireland.
However, I would highly recommend this experience for other global partners. My humble opinion is that local effective mission must include experience sharing visits and mutual support between global partners."

We believe these words to be a testimony to the impact of the global partner visit across the church of Ireland. The feedback from all who engaged with Rev Arsène during his time with us was extremely positive. The opportunity for two-way learning with global partners will believe is invaluable as we continue to encourage and engage in mission in the Church of Ireland.

CfM plan to continue this project in 2025 and we are currently working with AMS to develop a identify the right partnership and program for 2025.

It is the vision of the council, depending on funding approval, to send someone from within the Church of Ireland on a reciprocal project overseas in 2025**.**

BURSARIES
In 2024, CfM found itself with a surplus of funds which had accumulated over the Covid years and had to be spent within the financial year under RCB guidelines.

In order to ensure those monies were used for mission purposes we were able to support a number of projects throughout the CoI. It is to be noted that these grants were only possible due to an underspend of previous years, and this was a one-off opportunity for CfM to support mission projects financially as we are not a funding body.

The following grants were awarded:
€2897 CMS Ireland
€1135 International Church Society
€2000 Sligo Council for Mission
€800 Cork Centre for Mission
€3500 Kildare Centre for Mission
€2500 TLK Future Farming Conference

The CfM continues to offer a bursary grant to support ordinands from the Theological Institute who chose to go overseas as part of their placements. CfM has committed €250 per year to this bursary.

ASSOCIATION OF MISSIONARY SOCIETIES

AMS elected new officers in November. Jenny Smyth (CMSI) continues as chair of AMS. Ms Julia McKinley (NBSI) replaces Ms Emma Lynch as Secretary and Rev Richard Balmer (Crosslinks) replaces Ms Catherine Hillcox as treasurer. AMS members thanked Catherine and Emma for their kind service.

In 2024 Sat-7 (SAT-7 | Making God's Love Visible) was admitted to membership. There are currently 15 member organisations. AMS met 3 times during the year, kindly hosted by CITI in November and March, when an AMS member was invited to preach in chapel with a mission theme. The final meeting took place during General Synod. 4 AMS representatives serve on the Council for Mission. Sessions on the practicalities of engaging in global mission are facilitated by AMS as part of the Continuing Ministerial Education programme. This has been a valuable opportunity to think through how parishes can become involved.

AMS was responsible for arranging the programme for Rev Arsène Mafurebe from Burundi during his visit sponsored by the Council for Mission. Rev Arsène connected with many church leaders and ministries across the Church of Ireland during his visit, contributing and learning in equal measure. It is very much hoped that visits to and from the global church can become an annual opportunity.
A resolution was passed to offer a grant each year towards a global church placement for students in training in CITI to strengthen links across the Anglican Communion. This matches the grant agreed by the Council for Mission.

The AMS mission stand in General Synod, Armagh, was as usual a collaborative enterprise and attracted considerable interest affording the opportunity to engage with clergy and delegates from across the island to discuss the missional support offered by the societies represented.

Bishops' Appeal continues to be a very useful channel for funds to support programmes across the global church, implemented through some of the AMS member societies.

The friendship, solidarity, and fellowship among AMS members strengthens our missional activities as does our engagement with Council for Mission. Thank you for your unwavering commitment and support. Together, we will continue to work to see God's kingdom come on earth as it is in heaven.

LITURGICAL ADVISORY COMMITTEE

REPORT TO GENERAL SYNOD 2025

MEMBERSHIP ELECTED 2022

Chair – Most Rev Michael Jackson
Vice Chair – The Ven Ricky Rountree
Very Rev Nigel Dunne (Hon. Secretary)
Very Rev Susan Green
Rev Alan Rufli
Ven Dr Peter Thompson
Rev Canon Peter McDowell
Rev Adrian Dorrian
Rev John McLoughlin
Rev Abigail Sines
Rev Julie Bell
Rev Nigel Pierpoint
Very Rev Lynda Peilow
Mrs Jacqueline Mullen
Mr John Morris

Co-opted Members:
Ven Ricky Rountree
Rev Cameron Mack
Rev Dr Michael Kennedy

Consultants:
Ms Rachel Murphy
Rev Andrew Neill
Rev Martin Steele

Church of Ireland Theological Institute Observer:
Dr Bridget Nichols (2017)

Church of Ireland Theological Institute Student Observer:
Mr Matthew Campbell (2024)

Methodist Church Observer:
Rev Ruth Patterson (2017)

EXECUTIVE SUMMARY:

Since the last Report the Committee has met twice online, at a one day in-person meeting and in a two-day residential setting.

The objectives for the coming year will be:

- to complete the remaining resources for children's engagement with and participation in worship both in church and at home;
- to review prayers and resources for the 18-35 age group, to add more if needed and to further the distribution of same;
- to continue making available liturgical resources online and to improve access to them with the completion of the new LAC website;
- to complete a set of prayers for use in the context of the legacy of the Troubles;
- to complete a set of resources for Racial Justice Sunday;
- to engage with Diocesan Liturgical Officers, to review their roles and to organise another series of regional 'roadshows' to update clergy and lay readers on more recent material published by the Committee;
- to keep under review the Weekday lectionary prior to publication of the 2026/2027 Sunday and Weekday Lectionary;

- to provide liturgical material as and when requested by other committees of the Synod and wider Church of Ireland organisations.

REPORT:
The past year has seen significant work on the provision of a large and varied resource for use with children in the home and in church in partnership with Rev Julie Bell. It is hoped that the first major tranche of this material for use in church will be available in ring binder format in time for General Synod 2025 and will be made available online at the same time. This will cover from Advent Sunday until the Day of Pentecost. The idea behind the ring binder format is to allow for the addition of remaining material (Ordinary Time) later this year and for updates to be inserted as they arise. The parallel resources for use at home will be published in booklet format at the same time.

Following the publication of prayers for use by the 18–35-year-old age group late last year, it was decided to publish a prayer card entitled 'Take a Minute'. This contains a short series of prayers and scripture verses for morning and evening and is deliberately designed to fit in a pocket or small bag. This can be used any time of day and ought to be useful for those who live busy lives and may not get to attend church services very often, if at all. These are being distributed to third level chaplains and others this year. The committee is grateful to Rev Abigail Sines for her work on this important resource.

The revised Collects of the Word for years A, B and C in one volume was published last year and is available from the RCB shop. The changes are also reflected in the collects as published on the Church of Ireland website.

The publication of the new settings of the Canticles, developed by the Ven Peter Thompson and the music sub-committee of the LAC last year was delayed due to a big increase in printing costs and the need for a revised budget. They will now be published later this year.

We are grateful to the Ven Andrew Orr and Rev Martin Steele for their detailed work on the weekday lectionary for 2024/25. The latter has agreed to act as a consultant member to the LAC to continue work on the publication of the lectionary for next year. The Sunday and Weekday Lectionary will continue to be available online and in printed booklet format for 2025/26.

Following a request from the Church and Society Commission the LAC is helping to generate some liturgical resources for use in the context of the Troubles legacy. A Service of the Word and Eucharistic propers has been produced. The LAC is also working on material for use on Racial Justice Sunday which it is hoped will be complete by the end of this year. The committee continues to engage with the Board for Ministry with Children and Families and has offered its support in the production of liturgical material for use with/by children.

The committee's Digital and Typesetting sub-committee continues to work on the construction of a dedicated website for the LAC and notes that the early stages of the re-design of the Church of Ireland website is now under way. The Honorary. Secretary and Rev Alan Rufli will feed into this via their membership of the Central Communications Board.

The Committee has spent considerable time at recent meetings reflecting on how to better engage with Diocesan Liturgical Officers. It is planned to review their roles, make sure there is at least one functioning in each diocese and to organise another series of regional 'roadshows' to update clergy and lay readers on more recent material published by the Committee.

The Four Nations Liturgy Group took place in Perth, Scotland in September 2024, and the Church of Ireland was represented by Rev Adrian Dorrian. This was a fruitful sharing of ongoing liturgical development and promotion in Ireland, Scotland, and Wales. Of note was the Episcopal Church of Scotland's work on 'all age worship' and more material for the season of Creation. The Church of England was not represented at the meeting.

FUTURE PLANS:
Our future plans include:

- Provision of a dedicated LAC website;
- Continuing to work with our Children's Ministry Sub-committee and Rev Julie Bell on the completion of the new resource to support liturgical ministry with children, including a resource for daily prayer in the home to be used by families as reported above;
- The publication (online) of further prayers and resources for the 18-35 age group including a poster with a QR code to take people to online material;
- A full review of the role of Diocesan Liturgical Officers and the organisation of regional 'roadshows' to further engagement with and use of more recent material;
- Working with other committees of the General Synod, supporting the production of liturgical material relating to their work.

The Liturgical Advisory Committee is always open to suggestions as to what resources might be needed to support ministry in parishes, chaplaincies and other ministries both in terms of resources for public worship and for private prayer in the home. The Honorary Secretary can be contacted by email at honsec.lac@gmail.com

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COMMISSION ON MINISTRY
REPORT 2025

Membership

House of Bishops
Rt Rev David McClay (Chair)

General Synod – Clerical
*Ven Elizabeth Cairns
*Very Rev Paul Draper
* Vacant

General Synod – Lay
*Captain George Newell
*Ms Hazel Uprichard
*Ms Judith Cairns

Director of Theological Institute
Rev Canon Dr Maurice Elliot

Central Director of Ordinands
Very Rev Lynda Peilow

Pensions Board
Ms Judith Peters

The Representative Church Body
Dr John Graham
Very Rev Nigel Crossey

Honorary Secretaries
Rev Canon Gillian Wharton

Standing Committee
*Rev Rob Jones

Co-opted
*Rev Emma Gibson
*Rev Canon Alastair Graham
*Dr Scott Brown

***Appointed at General Synod 2024**

Report

The following represent some of the topics that the Commission is currently exploring, and on which it would be glad to hear from members.

Church Growth Conference 2026

The Commission has discerned that around the Church of Ireland, many parishes and other ministry initiatives are beginning to see the shoots of fresh growth, with numbers in Church beginning to rise steadily. The Commission believes that the time is right to hold a significant conference on the subject of Church growth to nurture this positive mood, by exploring what is happening and to encourage parishes across the island to become active catalysts for mission and outreach.

The Commission has established a Sub-Committee to facilitate the organisation of the conference, and more details will be made available in due course.

- Bishop David McClay
- Rev Canon Gillian Wharton
- Rev Rob Jones
- Very Rev Lynda Peilow
- Rev Canon Dr Maurice Elliott
- Rev Canon Alastair Graham

Clergy Well-being

The Commission pursued three aspects of clergy well-being during the year. The first was to have a presentation from the Clergy Support Trust, which is a charitable body that provides grants to assist clergy families in times of difficulty. You will be able to find resources from the Clergy Support Trust at the RB Stand at General Synod, if you would like to find out more about their work.

The second initiative has been called 'Chats around the Fire'. This initiative aims to bring clergy together in an informal setting to discuss challenges that are encountered in clergy life and ministry. The intention is to share learning and experience outside the framework of more formal oversight. Today, we find that many clergy are ordained later in life, and there is a need for such a forum to allow the sharing of experience to build up a shared body of good practice.

The third initiative will be led by Dr Scott Brown, who is leading the Commission's preparations in planning a conference to deal with stress and build resilience to sustain a vibrant ministry.

Reports on Retreats and Courses
A key part of the Commission's activity every year, is the provision of three key retreats. One is open to all (the Advent Retreat), one is for those considering ordained ministry (the Vocations Retreat) and one is for clergy approaching retirement (the Clergy Pre-Retirement Course).

Advent Retreat
The annual advent retreat organised by the Commission on Ministry was held on 15th-17th November 2024 in Mount St Anne's Retreat Centre, Portarlington. The retreat was co-facilitated by Rev Canon Alastair Graham and Ms Lydia Monds, Ministry Leader at the Church's Ministry of Healing. Ms Judy Peters acted as co-ordinator. The retreat was fully booked. Ms Lydia Monds ran an Art Café as part of the retreat experience, which was enjoyed by those attending. Feedback from the retreat showed that participants were very happy with both content and hospitality. It is intended to run the retreat again in 2025.

Nurturing Vocations
A vocations retreat was held on 21st-23rd February 2025, in Manresa Retreat Centre, Dublin, for those exploring ordination in the Church of Ireland. The retreat was led and organised by Ms Judy Peters, and Bishop David McClay. The Rt Rev Andrew Watson, Bishop of Guildford was the guest speaker.
As previously, practical sessions were led by Dr Katie Heffelfinger of CITI on pathways to ordination and Revd Rob Jones on Pioneer Ministry with consideration also given to the impact of ordination on the wider family. Rev Canon Lesley Robinson and Rev Canon Tom O'Brien acted as Chaplains to the retreat, alongside Rev James Boyd, leading worship in the chapel of the Retreat Centre.

The retreat offered the 22 participants from across the Church of Ireland an opportunity to consider the spiritual, intellectual, and practical aspects of ordained ministry, with time to consider and foster the process of discernment and provide a space for reflection. Participants benefited from a sense of community and left, we hope, with a network of peers to provide ongoing support and encouragement. Manresa proved an excellent facility for the event and the feedback was very good. The participants felt that they were provided with information, formation, and space to enable and equip them on their journey.

Clergy Retirement
At the time of drafting this year's report on the work of the Commission on Ministry, a 24-hour residential course is being planned for 12th and 13th November 2025, for clergy that are approaching retirement. The Commission is grateful to the Stipends Committee and to the RB for providing funding towards the Retirement Course.

The venue for the course is the Stormont Hotel, Belfast. Bishop Ken Good and his wife Mrs Mary Good, will lead the event, joined by Ms Vicki Hastie (RCB Pensions), and members of the Commission on Ministry who will be addressing the event. It is hoped that this course will provide essential information and useful support to those clergy and clergy spouses where a clergyperson is planning to retire soon. Clergy and their spouses are also able to book an individual session with Ms Hastie to consider their individual situation.

We are indebted to those clergy who have served us faithfully for many years and the course is intended to help enable clergy and clergy spouses to continue having a fruitful ministry in retirement.

Pioneer Ministry
The Commission continues to maintain its awareness of the developing area of Pioneer Ministry, but now that the Pioneer Ministry Governing Council has its own report to General Synod, the Commission will not have oversight but will continue to collaborate in this area. For more information, please go to www.pioneerministry.org or email the National Director at rob@pioneerministry.org.

Legislation
The Commission proposed a Bill to General Synod to tidy up an anomaly to do with the retirement age of Archdeacons which was omitted in previous legislation.

Conclusion
The work of the Commission this past year has been focused mainly on taking forward residential gatherings. We are acutely aware of the need to raise those who are sensing a vocation to ordained ministry. We are, at the same time, exploring how we equip our clergy and laity to lead the mission and ministry of the Church forward with confidence in the power of the Gospel to transform lives and communities. Those clergy who have served the church faithfully for generations are deserving of support and encouragement in retirement. The ministries of lay people are increasingly significant across the dioceses of our church, and we celebrate the variety of lay ministries emerging at this time. As a Commission we are committed to making a contribution in all of these areas.

CHURCH OF IRELAND MARRIAGE COUNCIL

REPORT 2025

MEMBERSHIP

Appointed by the House of Bishops

Member of the House of Bishops: Most Rev Pat Storey (Bishop of Meath & Kildare) (resigned Jan 2025) 1/4

Elected by General Synod

Rev Carlton Baxter (Chair) 2/4	Mrs Patsy Devoy 4/4
Rev Dr Leonard Madden 2/2	Mrs Esther Simpson 1/3
Rev Billy Burke 2/2	Mrs Kay Clarke 2/4
Rev Ian Linton 3/4	Rev Emma Rutherford (resigned Nov 2024) 0/3
Ms Heather James 3/4	
In Attendance	Ms Aisling Sheridan (Administrative Secretary)

New Initiatives
In November 2024, due to the resignation of several long-standing members, the Marriage Council welcomed two new members at the first in-person meeting since the Covid-19 pandemic. This was an excellent opportunity to set out plans for 2025, which will include another Clergy Couples Retreat in autumn 2025 or spring 2026, further webinars on relationship-relevant topics and a new chapter in marriage preparation and counselling.

Marriage Preparation & Counselling
After many years of receipt of TUSLA funding, in 2024 the Council took a decision to discontinue applying for this funding. Marriage preparation and counselling services will now be paid from an increased allocation of central church funds. The Council will be continuing to offer six free counselling sessions per couple while funds last. Clergy are encouraged to contact Ms Aisling Sheridan, Synod Administrator on aisling.sheridan@rcbcoi.org for further information.

Most counsellors have been making their services available online since the Covid-19 pandemic. Members of the Marriage Council meet regularly online with the panel of counsellors to discuss any issues that arise in how counselling services are provided. In addition to marriage support, some counsellors are available to lead couples through marriage preparation in collaboration with church leaders.

The current group of counsellors used is:

- Mr Brian Griffin (Dublin)
- Ms Dianne Morris (Dublin)
- Ms Shona Rusk (Dublin)
- Ms Heather James (Southeast)
- Ms Sylvia Helen (Cork)

- Ms Kristina Silva (Monaghan)
- Mr Shawn Jamieson (Southwest)
- Ms Lynne Heber (Belfast)
- Care In Crisis (Armagh)
- Christian Guidelines (Down, Fermanagh & Tyrone)

Whilst these counselling services are available, the Council is very much dependent on clergy and those who support couples to refer them to counsellors. The Council therefore encourages General Synod to promote the use of marriage counsellors in their local parish contexts. Copies of the Council's information leaflet are available at the Synod Reception desk, from Church House Dublin and from aisling.sheridan@rcbcoi.org.

Future Plans
Plans for 2025 include holding further online seminars of one hour each on the following topics:

- Retirement – learning to spend more time together;
- Blended families – easing into a new situation;
- Divorce/separation – supporting through the journey.

Following on the successful Clergy Couples Retreat in October, another retreat will take place in autumn 2025 or spring 2026, led by Dr Alan & Mrs Pauline Wilson.

As always, the Council is here to support local church leaders and couples. We would be delighted to assist anyone who could benefit from our range of services.

Outgoing Members
The Marriage Council expresses heartfelt thanks to Bishop Pat Storey and Rev Emma Rutherford for their membership, as they move on to other things. Their contributions have been greatly appreciated.

PIONEER MINISTRY COUNCIL - REPORT 2025

Membership
Rt Rev David McClay (Chair) (3/3)
Mrs Hilda Connolly (3/3)
Rev Canon Dr Maurice Elliott (1/3)
Rev Captain Isaac Hanna (3/3)
Mr Joe Kelly (2/3)
Mr Robert Neill (3/3)
Ms Stella Obe (appointed) (2/3)
Rev Abigail Sines (resigned)
Mr Alan Williamson (2/3)

In attendance – Pioneer Ministry Leadership Team
Rev Robert Jones – National Director
Ven Barry Forde – Operations Lead
Mrs Ingrid Brennan – PA and Administration

Introduction
Pioneer Ministry stands in the widening gap between the church and contemporary culture with the aim of reaching those with little or no connection to church. Pioneer Ministries seek to engage people where they are, rather than inviting them to come to us. Over the last 50 years, attendance and membership of the Church of Ireland has progressively declined as has also been observed in many other Christian denominations in Western societies. This has resulted in a narrowing of the fringe of people with whom traditional church can connect. There are now many more people in our communities who have no engagement with the Church and no understanding of the Christian message. Pioneer Ministry seeks to reach those people outside the church and to create new ways of doing and being church. From embedding a pioneering culture and supporting activities in parishes and chaplaincies across the island, to setting up networks within each diocese to support and resource pioneering, to funding and training new leaders in full-time Pioneer Ministries, Pioneer Ministry seeks to encourage the whole church to reach those outside our walls. The Pioneer Ministry movement will play its role as part of a 'Mixed Ecology', with traditional and new ministries complementing each other, honouring the other through mutual prayer, respect, recognition, partnership and learning.

Pioneer Ministry was formally launched in February 2023, is fully endorsed by the House of Bishops, has received significant generous financial backing from the Representative Body, and the first Pioneer Ministry Council was formed at General Synod 2023. From inception the Pioneer Movement has worked towards 5 key objectives, and for consistency the report of the Council each year will address each of these in turn.

1. Governance and Leadership
The Pioneer Ministry Council and Pioneer Leadership Team are two important building blocks in the leadership and governance structure. The Leadership Team reports to Council, the Representative Body, and House of Bishops, and the Council reports to Standing Committee, and General Synod.

The leadership team is comprised of the Rev Rob Jones and the Ven Barry Forde, is supported administratively by Mrs Ingrid Brennan, and receives consultancy support from Canon Phil Potter.

The Pioneer Ministry Council has met throughout the year both online and in person, and has overseen the first year of selection, deployment and inauguration of new trained pioneers and pioneer ministries. To this end the Council is grateful for the support of the Pioneer Ministry Approvals Body and the Representative Body. A key learning for the Council in this past year has been to observe the range of needs of those coming forward seeking support for new projects and training, and to be able to adapt to meet the reality on the ground. Some require financial support for both project and training, others simply want to resource current volunteers

or employed staff through the new pioneer ministry training programme. This is detailed further in section 3 below.

The Council receives reports from the Leadership Team and is planning for a residential in the Autumn of this year to establish a working plan to support and plan for pioneer ministry, and the sustainability and growth of the leadership team.

The Council wishes to express its gratitude for the contribution made by Rev Abigail Sines who resigned from membership of the Council in this past year, and to welcome Mrs. Stella Obe to the work of Council.

2. Diocesan Pioneer Ministry Hubs

Pioneer Ministry Hubs, or teams, are groups of people within each diocese who will work to advocate, champion and support pioneer ministry in their own setting. It is vital that Pioneer Ministry is contextualized and shaped to fit our diverse contexts. To date 14 Hubs have been established (see map below) at different stages of development across the island, with more to come online over the next year. To help drive these Hubs forward 10 dioceses have now appointed a 'Diocesan Advocate', with the last diocese close to appointing, to be the point person for Pioneer Ministry in their diocese. The Pioneer Leadership team will work closely with the Hubs and Advocates to help support, train and resource these vital networks that, in turn, can help and equip parishes, chaplaincies, and volunteers on the ground, along with supporting funded pioneers and projects.

We had the wonderful opportunity in November 2024 to bring together Advocates and Hubs from across the whole church to the first ever Church of Ireland Pioneer Ministry gathering. The first of two days was invested in gathering the Diocesan Advocates for a time of team building and learning from one another. On the second day, representatives of the Hubs joined with us, despite the best efforts of Storm Bert to curtail attendance. This gathering of lay and ordained attendees, from all manner of churchmanships and hailing from all parts of the island, listened to presentations and worked in small groups on the opportunities and challenges for pioneer ministry in their contexts. The feedback and learning received from participants formed the basis of a report and action plan created by the Pioneer Ministry Team and will be worked through with each Diocesan Pioneer Advocate, their Pioneer Hub, and their Bishop. The gathering concluded with a celebration of Holy Communion.

These two days were enormously encouraging, and it is hoped will prove to be catalytic in the growth of pioneer ministry in the years that lie ahead.

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

2024 marked the first year of identifying, selecting, approving, and then deploying new pioneers into training and new funded ministries into being. This has been an experience of encouragement and learning. From the outset of the year the 'design' of the process was geared towards identifying and approving five full time pioneers in five full-time projects, with each of the five persons beginning training on the new Church of Ireland Pioneer Ministry course. During this process four full-time projects emerged that were assessed as being suitable for funding, but a further four persons emerged who are already undertaking pioneering type roles in their own setting who were seeking support for training only. By agreement with the Representative Body, we were able, within the same budget, to 'pivot' and approve four full-time new ministries with four full-time pioneers, and a further four pioneers in training for non-funded ministries. In addition, one of the full-time projects is being co-led by a married couple, with the central funding grant shared across this team and with the diocese meeting the training costs of the second spouse. Incredibly this means that in its first-year pioneer ministry has nine pioneers in training, is providing central funding for four new ministries, and is increasing the pioneer skills and capabilities of four further pioneers in ministries that already exist within the church. This is a good news story, proving a willingness and capacity to pivot and be creative in how the church applies the agreed resources to fit the context and needs of the church. To this end we express our continued support and gratitude to the Representative Body.

This first intake of nine new Pioneers commenced training September 2024, with funded projects also commencing at that time. The Pioneers have all been licensed by their own respective diocesan Bishop at six separate services. Each service had a sense of continuity and discontinuity with the other, as parallel patterns of licensing took place within different settings and types of service, befitting each local and diocesan context.

4. Establish and support new pioneer communities and churches
Closely related to the identification and deployment of new pioneers are the ministries they will be deployed into. These new pioneers and ministries are:

Pioneers in training with RB grants to the Pioneer Ministry

Diocese	Ministry	Pioneer
Dublin & Glendalough	Parish Partnership congregation	Mr Shane Maguire
Connor	Church Plant	Rev Peter Meenagh (OLM)
Tuam, Limerick, Killaloe	Spiritual Pilgrimage Community	Mrs Valerie Raitt
Down & Dromore	Church Renewal Project	Mrs Lorrainne and Mr Nevin Anderson (role share)

Pioneers in training with RB support for training only

Diocese	Ministry	Pioneer
Cashel, Ferns	Lismore Cathedral Partnership	Mr Ross Barrett
Cork, Cloyne and Ross	Ballincollig Centre	Ms Louise Hockey
Down & Dromore	Suitcase project	Mr Tim Burns
Down & Dromore	Centre of Mission	Ms Natalie Trainor

The map on the following page illustrates the locations of the eight Pioneer Ministry, four receiving RB grant funding and 4 not receiving grant funding. More information on each may be found at www.pioneerministry.org, where you will discover ministries that are very diverse, innovative, and that are spread across the island – north, south, east and west. They range from projects with refugees, to centres of mission, to church plants, to rural spiritual tourism and pilgrimage, and new pioneer congregations set up to revitalize declining parishes. Over the last 6 months the pioneer team has been making videos to highlight the vision of these Pioneer Ministries and those involved, and such videos may be found on our website and social media feeds.

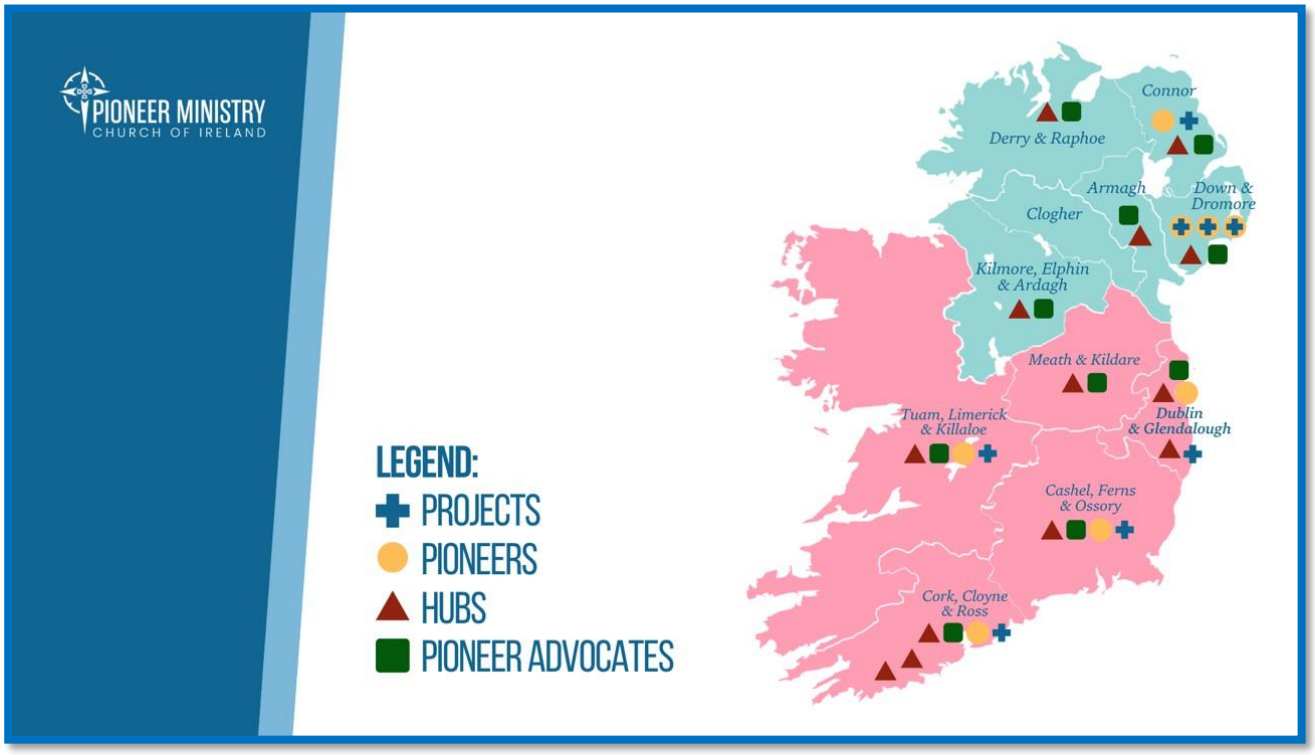
It is to be hoped that the work of the diocesan hubs will see the development of smaller, local pioneer initiatives that are volunteer led, so that the story of pioneer ministry on the island is not confined to those places that receive central funding. It is our hope that new communities and expressions of church will emerge within the Church of Ireland, through the Church of Ireland, to reach those with little or no connection to the Church of Ireland. We would encourage anyone in any parish or chaplaincy who wants to know more about how to begin the work of pioneering in their locality to get in contact with your diocesan advocate and hub – the details of which may be found at www.pioneerministry.org.

2025 proposals
At the time of preparation of this report the Pioneer Ministry Leadership Team and Council are working on applications for Pioneer Ministry Projects and Pioneers for 2025. We are delighted that there is very strong interest in bringing forward new applications, and we look forward to working with other dioceses as future applications for PM training and RB Funding are received.

For information the grant available, payable over 5 years, for ministries commencing in 2025 (with the expectation that applicants will provide the additional funding required to support a full-time pioneer in his or her ministry) is €118,500 / £103,000 with a further allowance towards housing and expenses of €18,593 / £15,804 (payable over 5 years).

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

The past two years have been truly encouraging. Pioneer Ministry is an initiative of the House of Bishops, resourced and funded by the Representative Body, with a Pioneer Ministry Council established by, and reporting to the General Synod. A Leadership Team is being resourced, that in turn has been able to work towards the appointment of diocesan advocates and the creation of pioneer ministry hubs in every diocese. An accredited training course has commenced in partnership between the Church of Ireland Theological Institute and Church Army, with 9 people in training for 8 pioneer ministries across the island, with 4 receiving central grant funding. In 2025 we fully expect to add a further 5 new ministries to this cohort. The central gathering in November 2024 brought together around 70 people from across the island with a heart to reach those with little or no connection to church. The map below illustrates how all this is emerging across the island.



This is exciting, and yet it is also embryonic. This is step-by-step, and the Pioneer Ministry Council is grateful to all those working in step with us. We express our gratitude to the House of Bishops, Representative Body, General Synod and Standing Committee, the Church of Ireland Theological Institute and Church Army , along with our hopes and prayers for the Diocesan Advocates and Hubs and continue to be thankful for the hard work of the Pioneer Ministry Leadership Team. This is an ongoing journey of learning and discovery as, working together, we seek to help the whole church to reach those with little or no connection to church.

To pick up a guidebook, sign up to our newsletter, or to find out more, please go to our website, www.pioneerministry.org along with visiting the Pioneer Ministry stand at General Synod.

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Key to abbreviations: GS – General Synod
SC – Standing Committee
HB – House of Bishops
RC – Role of the Church
CS – Church in Society Committee
PO – indicates material available from Press Office
STA – Board for Social Theology in Action
CASC – Church and Society Commission
CCUD – Commission for Christian Unity and Dialogue
BOR – Book of Reports

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and of

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"	vii.	Appointments to Cures.	All except s.l repealed by 1879, C.i.
"	viii.	Diocesan and Parochial Boundaries.	Portion repealed by 1879, C.i. Portions of schedule repealed by 1876, C.iii, and 1880, C.iii.
"	ix.	Boulter Fund.	Repealed by 1879, C.i.

"	x.	Diocesan Synods.	Repealed by 1879, C.i.

1873

Cap.	i.	Modification of Alteration of Articles, etc.	Repealed by 1879, C.i.
"	ii.	Exempt Jurisdiction of Newry and Mourne.	-
"	iii.	Declarations of Parochial Nominators.	Repealed by 1879, C.i.
"	iv.	General Synod.	Repealed by 1879, C.i.
"	v.	St. Patrick's Cathedral, Dublin.	Repealed by 1879, C.i.
"	vi.	Churchwardens.	Repealed by 1879, C.i.
"	vii.	Table of Lessons. Shortening the Services.	Schedule amended by 1875, C. vi, and 1876, v.i.
"	viii.	Preservation and Authentication of Records of General Convention and General Synod.	All except ss.4 and 5 repealed by 1879, C.i.
"	ix.	Burying Grounds.	Repealed by 1879, C.i.
	x.	Faculties.	Repealed by 1879, C.i.
"	xi.	Unions of Benefices.	Repealed by 1879, C.i.
"	xii.	Consideration of Report of Revision Committee by Synod of 1874.	Repealed by 1974, C.ii.

1874

Cap.	i.	Christ Church Cathedral, Dublin.	s.2 repealed by 1879, C.ii. Remainder repealed by 1866 C.vii.
"	ii.	Diocesan Boundaries.	-

1875

Cap.	i.	Creed of St. Athanasius.	Repealed by 1877, C.i.
"	ii.	Creed of St. Athanasius.	Repealed by 1877, C.i.
"	iii.	Ecclesiastical Tribunals.	Repealed by 1879, C.i.
"	iv.	Diocesan Synod. Parochial Organisation.	ss. 2-18 and 2nd Schedule repealed by 1879, C.i.
"	v.	Title Page, etc. of Prayer Book.	-
"	vi.	Calendar, etc.	-
"	vii.	Morning and Evening Prayer.	s.14 amended by 1877, C.v.
"	viii.	Litany, Prayers and Thanksgivings.	s.8 repealed by 1877, C.ii.
"	ix.	Collects, Epistles and Gospels.	-
"	x.	Holy Communion.	-
"	xi.	Holy Communion.	-
"	xii.	Baptism.	-
"	xiii.	Baptism.	-
"	xiv.	Catechism and Confirmation.	-
"	xv.	Catechism.	-
"	xvi.	Confirmation.	-
"	xvii.	Solemnization of Matrimony.	-
"	xviii.	Visitation of the Sick.	-
"	xix.	Communion of the Sick.	-
"	xx.	Churching of Women.	-
"	xxi.	Commination.	-
"	xxii.	Prayer to be used at Sea.	-
"	xxiii.	Ordinal.	-
"	xxiv.	Accession Day Visitation of Prisoners.	-
"	xxv.	First Sunday after Institution. Thanksgiving for Harvest. Consecration of Church.	-

Consecration of Churchyard.

1876

Cap.	i.	Table of Lessons.	-
"	ii.	Diocesan Boundaries.	-
"	iii.	Diocesan Boundaries.	-
"	iv.	Widows and Orphans.	Repealed by 1879, C.i.
"	v.	Burial of the Dead.	-
"	vi.	Burial of the Dead.	-
"	vii.	Burial of the Dead.	-

1877

Cap.	i.	Creed of St. Athanasius.	-
"	ii.	Prayers and Thanksgiving.	-
"	iii.	Order of New Services.	-
"	iv.	Appointments to Cures.	Repealed by 1879, C.i.
"	v.	Morning and Evening Prayer.	-
"	vi.	Holy Communion.	-
"	vii.	Solemnization of Matrimony.	-
"	viii.	Preface.	-
"	ix.	Preface.	-
"	x.	Preface.	-
"	xi.	Preface.	-
"	xii.	Preface.	-
"	xiii.	Preface.	-
"	xiv.	Canons.	-
"	xv.	Burial of the Dead.	-
"	xvi.	Preface.	-
"	xvii.	Preface.	-
"	xviii.	Preface.	-
"	xix.	Preface.	-
"	xx.	Table of Contents of Prayer Book.	-
"	xxi.	Appointments to Cures.	Repealed by 1879, C.i.
"	xxii.	Date of Coming into Effect of Prayer Book Revision Statutes.	-

1878

Cap.	i.	Diocesan Boundaries.	-
"	ii.	Burial of the Dead.	-
"	iii.	Diocesan Boundaries.	-
"	iv.	Diocesan Boundaries.	-
"	v.	Diocesan Boundaries.	-
"	vi.	Widows and Orphans.	Repealed by 1879, C.i.
"	vii.	Boulter Fund.	Repealed by 1879, C.i.
"	viii.	Kildare Cathedral.	ss. 1 and 2 amended by 1923, C.v. s.3 amended by 1892, C.ii, and 1923, C.v.
"	ix.	General Synod. Diocesan Synods. Parishes and Parochial Organisation. Appointments to Cures. Cathedrals.	Repealed by 1879, C.i.

1879

Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter VIII) repealed by 1889, C.i.

"	ii.	Christ Church Cathedral, Dublin.	Repealed by 1886, C.vii.

1880

Cap.	i.	Cashel Cathedral.	Repealed by 1974, C.ii.
"	ii.	Killaloe Cathedral.	-
"	iii.	Diocesan Boundaries.	-
"	iv.	Parish of Drumcar.	-

1881

Cap.	i.	Diocesan Boundaries.	-
"	ii.	Diocesan Boundaries.	-
"	iii.	Parochial Records.	Repealed by 1889, C.i.
"	iv.	Armagh and Clogher Dioceses.	-

1882

Cap.	i.	Glebes.	Repealed by 1889, C.i.
"	ii.	Armagh and Clogher Dioceses.	-

1883

Cap.	i.	Unions of Parishes.	Repealed by 1889, C.i.
"	ii.	Christ Church Cathedral, Dublin.	Repealed by 1886, C.vii.
"	iii.	Downpatrick Cathedral.	Repealed by 2014, C.v.
"	iv.	Widows and Orphans.	Repealed by 1889, C.i.

1884

Cap.	i.	Glebes.	All except schedules repealed by 1889, C.i.

1885

Cap.	i.	Diocesan Boundaries.	-
"	ii.	Ecclesiastical Tribunals.	Repealed by 1889, C.i.
"	iii.	Election of Bishop of Meath.	Repealed by 1974, C.ii.
"	iv.	Retirement of Bishops.	Repealed by 1889, C.i.

1886

Cap.	i.	Election of See of Armagh.	All except the repealing clauses in ss. 3 and 4 repealed by 1889, C.i.
"	ii.	Armagh and Clogher Diocese.	-
"	iii.	Sextons, Schoolmasters, etc.	Repealed by 1889, C.i.
"	iv.	Rules, etc. of Diocesan Courts.	ss. 1 and 2 repealed by 1889, C.i.
"	v.	Proprietary Churches.	Repealed by 1889, C.i.
"	vi.	Diocesan Boundaries.	-
"	vii.	Christ Church Cathedral, Dublin.	All except s.1 repealed by 1902, C.i; s.1 repealed by 2025, C.iv.
"	viii.	Court of General Synod.	Repealed by 1974, C.i.

1887

Cap.	i.	Armagh and Clogher Dioceses.	-
"	ii.	Ecclesiastical Tribunals.	All except s.1 repealed by 1889, C.i.
"	iii.	Glebes.	Repealed by 1889, C.i.
"	iv.	Widows and Orphans.	Repealed by 1889, C.i.

1888

Cap.	i.	Augmentation of Clerical Incomes.	Repealed by 1974, C.ii.
"	ii.	Representative Body.	All except s.1 repealed by 1889, C.i.

1889

Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter IX) repealed by 1889, C.i.
"	ii.	Augmentation of Clerical Incomes.	Repealed by 1974, C.ii.
"	iii.	Boulter and other Annuities.	Repealed by 1974, C.ii.

1890

Cap.	i.	Cork, Cloyne & Ross Cathedrals.	s.4 and schedule No. 11 repealed by 1972, C.x.
"	ii.	Waterford & Lismore Cathedrals.	Repealed by 1981, C.v.
"	iii.	Killaloe, Kilfenora, Clonfert and Kilmacduagh Cathedrals.	s.4(2) repealed by 1915, C.v. Repealed by 1974, C.ii.
"	iv.	Limerick Cathedral.	-
"	v.	Exchange of Benefices.	Repealed by 1899, C.i.

1891

Cap.	i.	Killala and Achonry Cathedrals.	ss.I to VI repealed by 2013, C.i.
"	ii.	Ferns Cathedral.	Repealed by 1974, C.ii.
"	iii.	Tuam Cathedral.	Amended by 2013, C.ii.

1892

Cap.	i.	Cork, Cloyne & Ross Diocesan Synod.	-
"	ii.	Kildare Cathedral.	-

1893

Cap.	i.	Ecclesiastical Tribunals.	Schedule repealed by 1899, C.i.

1894

Cap.	i.	Diocesan Courts.	Repealed by 1899, C.i.
"	ii.	Glebes.	All except repealing clause repealed by 1889, C.i.
"	iii.	Easter Vestry.	Repealed by 1899, C.i.

1895

Cap.	i.	Court of General Synod.	All except repealing clause repealed by 1899, C.i.
"	ii.	Glebes.	Repealed by 1899, C.i.
"	iii.	Widows and Orphans.	Repealed by 1899, C.i.

1896

No Statutes.

1897

Cap.	i.	Retirement of Bishops.	All except s.14 repealed by 1899, C.i.
"	ii.	Incumbents Mentally Incapacitated.	Repealed by 1899, C.i.
"	iii.	Glebes.	Repealed by 1974, C.ii.
"	iv.	Election of Bishops.	Repealed by 1899, C.i.
"	v.	Appointments to Cures.	Repealed by 1899, C.i.

1898

No Statutes.

1899

Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter IX) repealed by 1909, C.i.

"	ii.	Belfast Cathedral.	Repealed by 1944, C.v.
1900			
Cap.	i.	Election of Bishops.	Repealed by 1909, C.i.
"	ii.	Downpatrick Cathedral.	Repealed by 2014, C.v.
"	iii.	Diocesan Boundaries.	-
"	iv.	General Synod. Appointments to Cures.	Repealed by 1909, C.i.
1901			
Cap.	i.	Ferns Cathedral.	-
"	ii.	Limerick Cathedral.	-
1902			
Cap.	i.	Christ Church Cathedral, Dublin.	ss. 11,13,14 amended by 1997, C.ii. s.3 amended by 1971, C.ix. s.11 amended by 1920, C.v. ss.12,16 and 17 amended by 1920, special session, C.vi. s.14 amended by 1920, C.v. and 1920, special session, C.vi, repealed by 2025 C. iv.
1903			
Cap.	i.	Appointment to Cures.	Repealed by 1909, C.i.
1904			
No Statutes.			
1905			
Cap.	i.	Superannuation of Clergy.	Schedule repealed by 1909, C.i.
1906			
Cap.	i.	Archdeacons.	Repealed by 1909, C.i.
"	ii.	Glebes.	Repealed by 1909, C.i.
"	iii.	Court of General Synod.	Repealed by 1909, C.i.
"	iv.	Cathedrals.	Repealed by 1909, C.i.
"	v.	Widows and Orphans.	All except repealing clause repealed by 1909, C.i.
1907			
No Statutes.			
1908			
Cap.	i.	Superannuation of Clergy.	Repealed by 1909, C.i.
1909			
Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter IX) repealed by 1919, C.i.
"	ii.	Diocesan Boundaries.	-
(Note - a statute concerning appointments to cures was also passed, and was incorporated in Cap.i.)			
1910			
No Statutes.			
1911			
No Statutes.			
1912			
Cap.	i.	Glebes and Parochial Buildings.	Repealed by 1919, C.i.
"	ii.	Easter Vestry. Registers of Vestrymen.	Repealed by 1919, C.i.
1913			
Cap.	i.	Divinity Hostel.	s.2 amended by 1943, C.ii.

"	ii.	General Synod.	Repealed by 1919, C.i.

1914

Cap.	i.	Ecclesiastical Tribunals.	Repealed by 1919, C.i.
"	ii.	Widows and Orphans.	Repealed by 1919, C.i.
"	iii.	Table of Lessons.	-
"	iv.	Table of Lessons.	-
"	v.	Table of Proper Psalms.	-
"	vi.	Table of Proper Psalms.	-
"	vii.	Table of Proper Psalms.	-
"	viii.	Table of Proper Psalms.	-
"	ix.	Tables and Rules for Feasts.	-
"	x.	Tables and Rules for Feasts.	-

1915

Cap.	i.	General Synod.	Repealed by 1919, C.i.
"	ii.	Superannuation of Clergy	Repealed by 1919, C.i.
"	iii.	Superannuation of Clergy.	Repealed by 1919, C.i.
"	iv.	St. Patrick's Cathedral, Dublin.	Repealed by 1919, C.i.
"	v.	Killaloe & Kilfenora Cathedrals.	Repealed by 1974, C.ii.
"	vi.	Order how Holy Scriptures is to be read.	-
"	vii.	Morning and Evening Prayer.	-
"	viii.	Morning Prayer.	-
"	ix.	Morning Prayer.	-
"	x.	Evening Prayer.	-
"	xi.	Evening Prayer.	-
"	xii.	Prayers and Thanksgiving.	-
"	xiii.	Confirmation.	-
"	xiv.	Confirmation.	-
"	xv.	Confirmation.	-
"	xvi.	Confirmation.	-
"	xvii.	Confirmation.	-
"	xviii.	Confirmation.	-
"	xix.	Confirmation.	-
"	xx.	Confirmation.	-
"	xxi.	Confirmation.	-
"	xxii.	Solemnization of Matrimony.	-
"	xxiii.	Solemnization of Matrimony.	-
"	xxiv.	Solemnization of Matrimony.	-
"	xxv.	Solemnization of Matrimony.	-
"	xxvi.	Solemnization of Matrimony.	-
"	xxvii.	Solemnization of Matrimony.	-
"	xxviii.	Solemnization of Matrimony.	-
"	xxix.	Public Institution of Minister.	-
"	xxx.	First Sunday after Institution.	-
"	xxxi.	First Sunday after Institution.	-
"	xxxii.	First Sunday after Institution.	-
"	xxxiii.	First Sunday after Institution.	-
"	xxxiv.	First Sunday after Institution.	-
"	xxxv.	First Sunday after Institution.	-

1916

No Statutes.

1917

Cap.	i.	General Synod.	Repealed by 1919, C.i.

"	ii.	Superannuation of Clergy.	Repealed by 1919, C.i.
"	iii.	Widows and Orphans.	Repealed by 1919, C.i.
"	iv.	Diocesan Boundaries.	-
"	v.	Morning Prayer.	-
"	vi.	Evening Prayer.	-
"	vii.	Prayers and Thanksgivings.	-
"	viii.	Confirmation.	-
"	ix.	Consecration of Churchyard.	-
"	x.	Date of Coming into Effect of Prayer Book Revision Statutes.	-

1918

Cap.	i.	Churchwardens.	Repealed by 1919, C.i.
"	ii.	Retirement of Bishops.	Repealed by 1919, C.i.
"	iii.	Burying Grounds.	Repealed by 1919, C.i.
"	iv.	Superannuation of Clergy	Repealed by 1919, C.i.
"	v.	Superannuation of Clergy.	Repealed by 1919, C.i.
"	vi.	Morning and Evening Prayer. Litany, Prayers and Thanksgivings. Collects, Epistles and Gospels.	-

1919

Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter IX) repealed by 1926, C.i.
"	ii.	Widows and Orphans.	Consolidated with 1919, C.i.
"	iii.	Morning and Evening Prayer. Litany. Prayers and Thanksgivings. Holy Communion. Collects. Epistles and Gospels.	-
"	iv.	Diocesan Boundaries.	-

1920

Cap.	i.	Election of Bishops.	Repealed by 1926, C.i.
"	ii.	Eligibility of Women.	Repealed by 1926, C.i.
"	iii.	Appointments to Cures.	Repealed by 1926, C.i.
"	iv.	Superannuation of Clergy.	Repealed by 1926, C.i.
"	v.	Christ Church Cathedral, Dublin.	Repealed by 2025, C.iv.
"	vi.	Prayer Book. Sundry Amendments.	-
"	vii.	Date of Coming into effect of Prayer Book Revision Statutes.	-

1920
Special Session

Cap.	i.	Stipends.	Repealed by 1926, C.i.
"	ii.	Central Church Fund.	Repealed by 1926, C.i.
"	iii.	Commission for Union of Parishes.	Commission dissolved by 1925, C.iii. Repealed by 1974, C.ii.
"	iv.	Light Duty Parishes.	Repealed by 1926, C.i.
"	v.	Representative Body.	Repealed by 1926, C.i.
"	vi.	Christ Church Cathedral, Dublin.	Repealed by 2025, C. iv.
"	vii.	Suspension of Board of Nomination.	Repealed by 1926, C.i.
"	viii.	Appointments to Cures.	Repealed by 1926, C.i.

1921

Cap.	i.	General Synod.	Repealed by 1926, C.i.
"	ii.	Churchwardens.	Repealed by 1926, C.i.
"	iii.	Stipends.	Repealed by 1926, C.i.
"	iv.	Central Church Fund.	Repealed by 1926, C.i.
"	v.	Diocesan Synods.	Repealed by 1926, C.i.
"	vi.	Prayer Book. Sundry Amendments.	-
"	vii.	Psalter.	-
"	viii.	Diocesan Boundaries.	-
"	ix.	Armagh Cathedral.	Repealed by 1972, C. xi.
"	x.	Provincial and Diocesan Boundaries.	Repealed by 1926, C.i.
"	xi.	Representative Body.	Repealed by 1926, C.i.
"	xii.	Appointments to Cures.	Repealed by 1926, C.i.
"	xiii.	Diocesan Boundaries.	-
"	xiv.	Enniskillen Cathedral.	-

1922

Cap.	i.	Widows and Orphans.	All except repealing clause repealed by 1926, C.i.
"	ii.	Superannuation of Clergy.	Repealed by 1926, C.i.
"	iii.	Retirement of Bishops.	Repealed by 1926, C.i.
"	iv.	Curates-in-charge, etc.	Repealed by 1926, C.i.
"	v.	Election to See of Armagh.	Repealed by 1974, C.ii.
"	vi.	Prayer Book. Sundry Amendments.	-
"	vii.	Psalter.	-
"	viii.	Psalter.	-
"	ix.	Downpatrick Cathedral.	Repealed by 2014, C.v.
"	x.	Cashel Cathedral.	Repealed by 1981, C.v.
"	xi.	Waterford & Lismore Cathedrals.	Repealed by 1981, C.v.
"	xii.	Kilkenny & Leighlin Cathedrals.	ss.1 and 3 partly repealed by 1963, C.viii.

1923

Cap.	i.	Incumbents' Leave of Absence.	Repealed by 1926, C.i.
"	ii.	Central Church Fund.	Repealed by 1926, C.i.
"	iii.	Ecclesiastical Tribunals.	All except s.11 repealed by 1926, C.i.
"	iv.	Deanery of Kildare.	Repealed by 1973, C.vii.
"	v.	Kildare Cathedral.	-
"	vi.	Limerick & Ardfert Cathedrals.	Repealed by 1963, C.vi., insofar as inconsistent therewith.
"	vii.	Canon 43.	Repealed by 1974, C.ii.
"	viii.	Representative Body	Repealed by 1926, C.i.
"	ix.	Prayer Book. Sundry Amendments.	-

1924

Cap.	i.	Diocesan Synods.	Repealed by 1926, C.i.
"	ii.	Prayer Book. Sundry Amendments.	-
"	iii.	Psalter.	-

1925

Cap.	i.	Prayer Book. Sundry Amendments.	-
"	ii.	Date of Coming into Effect of Prayer Book Revision Statutes.	-
"	iii.	Commission for Union of Parishes. Central Church Fund. Stipends. Light Duty Parishes.	Repealed by 1974, C.ii.
"	iv.	Suspension of Boards of Nomination.	Repealed by 1926, C.i.
"	v.	St. Patrick's Cathedral, Dublin.	All except repealing clause repealed by 1926, C.i.

1926

Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter IX) repealed by 1934, C.i.
"	ii.	Prayer Book. Sundry Amendments.	-
"	iii.	Psalms and Canticles.	-
"	iv.	Order of Services.	-
"	v.	Prayer Book. Sundry Amendments.	-
"	vi.	Prayers and Thanksgivings. Visitation of Sick.	-
"	vii.	Appointments to Cures.	Repealed by 1934, C.i.
"	viii.	Bishopric of Down and Connor and Dromore.	Repealed by 1974, C.ii.
"	ix.	St. Patrick's Cathedral, Dublin.	Repealed by 1934, C.i.
"	x.	Archdeacons. Superannuation of Clergy.	-
"	xi.	Elphin and Ardagh Dioceses.	-

1927

Cap.	i.	Superannuation of Clergy.	Repealed by 1934, C.i.
"	ii.	Widows and Orphans.	Repealed by 1934, C.i.
"	iii.	Easter Vestry.	Repealed by 1934, C.i.
"	iv.	Superannuation of Clergy.	Repealed by 1934, C.i.
"	v.	Belfast Cathedral.	Repealed by 1944, C.v.
”	vi.	Killaloe Cathedral.	Repealed by 1974, C.ii.
"	vii.	St. Patrick's Cathedral, Dublin.	Repealed by 1934, C.i.

1928

Cap.	i.	Church Extension in Belfast.	s.2 amended by 1931, C.ii. All repealed by 1974, C.ii.
"	ii.	Easter Vestry.	Repealed by 1934, C.i.
"	iii.	Register Books.	Repealed by 1934, C.i.
"	iv.	Representative Body.	Repealed by 1934, C.i.
"	v.	Widows and Orphans.	Repealed by 1934, C.i.
"	vi.	Diocesan Synods.	Repealed by 1934, C.i.

1929

Cap.	i.	Revised Version of Holy Bible.	-

1930

Cap.	i.	Church Fabric Fund.	Repealed by 1946, C.i.
"	ii.	Superannuation of Clergy.	Repealed by 1934, C.i.
"	iii.	Widows and Orphans.	Repealed by 1934, C.i.
"	iv.	St. Patrick's Cathedral, Dublin.	Repealed by 1934, C.i.

1931

Cap.	i.	Superannuation of Clergy.	Repealed by 1934, C.i.
"	ii.	Church Extension in Belfast.	Repealed by 1974, C.ii.
"	iii.	Appointments to Cures.	Repealed by 1934, C.i.
"	iv.	Widows and Orphans.	Repealed by 1934, C.i.
"	v.	Alternative Forms of Evening Prayer.	Repealed by 1934, C.vi.

1932

Cap.	i.	Diocesan Synods.	Repealed by 1934, C.i.

1933

Cap.	i.	Modification of Alteration of Articles, etc.	Repealed by 1934, C.i.
"	ii.	Boulter Fund.	All except repealing clause repealed by 1934, C.i.
"	iii.	Superannuation of Clergy.	Repealed by 1934, C.i.
"	iv.	Alternative Forms of Evening Prayer.	-

1934

Cap.	i.	Consolidation of Constitution.	All except Preamble and Declaration repealed by 1946, C.i.
"	ii.	Glebes and Parochial Buildings.	Repealed by 1946, C.i.
"	iii.	Central Church Fund.	Repealed by 1946, C.i.
"	iv.	Church Plate and Parochial Documents.	ss.4-7 repealed by 1946, C.i. Remainder repealed by 1974, C.ii.
"	v.	Widows and Orphans.	Repealed by 1946, C.i.
"	vi.	Alternative Forms of Evening Prayer.	-
"	vii.	Appointments to Cures.	Repealed by 1946, C.i.

1935

Cap.	i.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	ii.	Groups of Parishes.	Repealed by 1946, C.i.
"	iii.	Modification of Alteration of Articles, etc.	Repealed by 1946, C.i.
"	iv.	Retirement of Bishops.	Repealed by 1946, C.i.
"	v.	Armagh Cathedral.	-

Christ Church Cathedral, Dublin.

1936

No Statutes.

1937

Cap.	i.	Retirement of Bishops.	Repealed by 1946, C.i.
"	ii.	Light Duty Parishes.	Repealed by 1946, C.i.
"	iii.	General Synod. Diocesan Synods.	Repealed by 1946, C.i.

1938

Cap.	i.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	ii.	Superannuation of Clergy.	Repealed by 1946, C.i.

1939

Cap.	i.	Election of Bishops.	Repealed by 1945, C.iii.
"	ii.	Augmentation of Widows' Annuities Fund.	Repealed by 1946, C.i.

1940

Cap.	i.	Election of Bishops.	Repealed by 1945, C.iii.
"	ii.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	iii.	Retirement of Bishops.	Repealed by 1946, C.i.
"	iv.	Vacancy in See.	Repealed by 1946, C.i.

1941

Cap.	i.	Retirement of Bishops. Augmentation of Incomes of Bishops' Widows Fund.	Repealed by 1946, C.i.
"	ii.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	iii.	Election of Bishops.	Repealed by 1945, C.iii.
"	iv.	Augmentation of Widows' Annuities Fund.	Repealed by 1946, C.i.

1942

Cap.	i.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	ii.	Augmentation of Widows' Annuities Fund.	Repealed by 1946, C.i.
"	iii.	Appointments to Cures.	Repealed by 1946, C.i.
"	iv.	Bishopric of Down and Connor and Dromore.	Repealed by 1974, C.ii.

1943

Cap.	i.	Bishopric of Down and Connor and Dromore.	-
"	ii.	Divinity Hostel.	-
"	iii.	Vacancy in See.	Repealed by 1946, C.i.
"	iv.	Appointments to Cures.	Repealed by 1946, C.i.
"	v.	St. Patrick's Cathedral, Dublin.	Repealed by 1946, C.i.
"	vi.	Diocesan Synods.	Repealed by 1946, C.i.

1944

Cap.	i.	State Prayers.	Repealed by 1950, C.i.
"	ii.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	iii.	Central Church Fund.	Repealed by 1946, C.i.
"	iv.	Down, Connor & Dromore Dioceses.	s.6 repealed by 1946, C.i.
"	v.	Belfast Cathedral.	s.5 repealed by 1984, C.vii. s.8 amended by 1984, C.viii. s.5 amended by 2008, C.iii

1945

Cap.	i.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	ii.	Canon 1.	Repealed by 1946, C.i.
"	iii.	Election of Bishops.	Repealed by 1946, C.i.
"	iv.	Glebes and Parochial Buildings.	Repealed by 1946, C.i.
"	v.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	vi.	General Synod.	Repealed by 1946, C.i.
"	vii.	Canons 1 and 30.	Repealed by 1946, C.i.

1946

Cap.	i.	Consolidation of Constitution.	All except Preamble and Declaration repealed by 1960, C.i.
"	ii.	Commission of Financial Reconstruction.	Repealed by 1974, C.ii.
"	iii.	Superannuation of Clergy.	Repealed by 1960, C.i.
"	iv.	Canon 28.	Repealed by 1960, C.i.
"	v.	Holy Communion.	-
"	vi.	Appointments to Cures.	Repealed by 1960, C.i.
"	vii.	Chancellors of Dioceses.	Repealed by 1960, C.i.

1947

Cap.	i.	Table of Kindred and Affinity.	-
"	ii.	Representative Body.	Repealed by 1960, C.i.
"	iii.	Suspension of Boards of Nomination.	Repealed by 1974, C.ii.
"	iv.	Suspension of Episcopal Elections.	Repealed by 1974, C.ii.
"	v.	Select Vestry.	Repealed by 1960, C.i.

1948

Cap.	i.	Stipends.	Repealed by 1960, C.i.

"	ii.	City and Town Parishes Commission.	s.5 amended by 1954, C.vi. s.6 amended by 1949, C.vi. and 1954, C.vi.
"	iii.	Appointment to Cures.	Repealed by 1960, C.i.
"	iv.	Armagh Cathedral.	Repealed by 1972, C.xi.

1949

Cap.	i.	State Prayers.	Repealed by 1974, C.ii.
"	ii.	Representative Body.	Repealed by 1960, C.i.
"	iii.	Superannuation of Clergy.	Repealed by 1960, C.i.
"	iv.	Stipends.	Repealed by 1960, C.i
"	v.	Glebes.	Repealed by 1960, C.i.
"	vi.	City and Town Parishes Commission.	-
"	vii.	Bishops' Curates.	Repealed by 1960, C.i.
"	viii.	Eligibility of Women.	Repealed by 1960, C.ii.
"	ix.	Election of Bishops.	Repealed by 1974, C.ii.

1950

Cap.	i.	State Prayers.	-
"	ii.	Augmentation of Widow's Annuities Fund.	Repealed by 1960, C.i.

1951

Cap.	i.	Augmentation of Widow's Annuities Fund.	Repealed by 1960, C.i.
"	ii.	Appointments to Cures.	Repealed by 1960, C.i.

1952

Cap.	i.	Superannuation of Clergy.	Repealed by 1960, C.i.
"	ii.	Litany.	-
"	iii.	Alternative Forms of Evening Prayer.	-
"	iv.	Lisburn Cathedral.	s.2 amended by 1965, C.vii.

1953

Cap.	i.	Glebes and Parochial Buildings.	Repealed by 1960, C.i.
"	ii.	Parishes and Parochial Organization.	Repealed by 1960, C.i.
"	iii.	Church Fabric Fund.	Repealed by 1960, C.i.

1954

Cap.	i.	Burial of the Dead.	-
"	ii.	New Areas (Connor) Churches and Church Halls.	s.2 amended by 1955, C.ii. All repealed by 1974, C.ii.
"	iii.	New Areas (Down and Dromore) Churches and Church Halls.	Repealed by 1974, C.ii.
"	iv.	Trim Cathedral.	-
"	v.	Augmentation of Widows' Annuities Fund.	Repealed by 1960, C.i.
"	vi.	City and Town Parishes Commission.	-

1955

Cap.	i.	Superannuation of Clergy.	Repealed by 1960, C.i.
"	ii.	New Areas (Connor) Churches and Church Halls.	Repealed by 1974, C.ii.

1956

Cap.	i.	Shortening the Services.	-
"	ii.	Election of Bishops.	Repealed by 1974, C.ii.

" iii. Sparsely Populated Areas Commission. ss.4 and 6 amended by 1957, C.iv. s.11 amended by 1960, C.iii, 1962, C.iv and 1964, C.ix.
" iv. Central Church Fund. Repealed by 1960, C.i.
" v. Belfast Cathedral. Repealed by 1984, C.vii.
" vi. Cashel Cathedral. Repealed by 1981, C.v.

1957
Cap. i. Stipends. Repealed by 1960, C.i.
" ii. Suspension of Episcopal Elections. Repealed by 1960, C.v.
" iii. Unions of Parishes. Repealed by 1960, C.i.
" iv. Sparsely Populated Areas Commission. -
" v. Widows and Orphans.
Augmentation of Widows' Annuities Fund. Repealed by 1960, C.i.

1958
Cap. i. Retirement of Bishops. Repealed by 1960, C.i.
" ii. Downpatrick Cathedral. Repealed by 2014, C.v.

1959
Cap. i. General Synod. Repealed by 1960, C.i.
" ii. Ecclesiastical Tribunals. Repealed by 1960, C.i.
" iii. Election of Bishops. Repealed by 1960, C.i.
" iv. Retirement of Bishops. Repealed by 1960, C.i.
Superannuation of Clergy.
" v. Churches and Church Halls. ss.2 and 6 amended by 1962, C.v. 1964, C.vi., and 1966, C.v., and 1969, C.iv.
s.8 amended by 1966, C.v.
s.9 amended by 1971, C.iv.
" vi. Widows and Orphans. Repealed by 1960, C.i.

1960
Cap. i. Consolidation of Constitution. All except Preamble and Declaration and Rules and Schedules to Chapter XIII, repealed by 1972, C.i. Rules and Schedules to Chapter XIII, repealed by 1973, C.iv.
" ii. Collects, Epistles and Gospels. Repealed by 1963, C.i.
" iii. Sparsely Populated Areas Commission. -
" iv. Representative Body. Repealed by 1966, C.ii.
" v. Suspension of Episcopal Elections. -
" vi. St. Patrick's Cathedral, Dublin. Repealed by 1970, C.iii.
" vii. Deanery of Kildare. Repealed by 1973, C.vii.

" viii. Augmentation of Widows' Annuities Fund. Repealed by 1972, C.i.

1961
Cap. i. Superannuation of Clergy. Repealed by 1972, C.i.
" ii. Chancellors of Dioceses. Repealed by 1971, C.vi.
" iii. Election of Bishops. Repealed by 1971, C.vii.
" iv. Superannuation of Clergy. Repealed by 1972, C.i.
" v. City and Town Parishes Commission. -
" vi. Widows and Orphans. Repealed by 1974, C.ii.
" vii. Election of Bishops. Repealed by 1971, C.vii.
" viii. Dioceses of Tuam, Killala and Achonry. -

1962

Cap.	i.	New English Bible, New Testament.	-
"	ii.	Table of Lessons.	Schedule amended by 1964, C.i.
"	iii.	Canons 1 and 30.	Repealed by 1971, C.ii.
"	iv.	Sparsely Populated Areas Commission.	-
"	v.	Churches and Church Halls.	-
"	vi.	Stipends.	Repealed by 1971, C.ii.

1963

Cap.	i.	Prayer Book. Sundry Amendments.	-
"	ii.	Register Books.	Repealed by 1971, C.ii.
"	iii.	Ecclesiastical Tribunals.	Repealed by 1971, C.vi.
"	iv.	Stipends.	Repealed by 1971, C.ii.
"	v.	Central Church Fund.	Repealed by 1972, C.i.
"	vi.	Limerick Cathedral.	-
"	vii.	City and Town Parishes Commission.	-
"	viii.	Kilkenny & Leighlin Cathedrals.	-

1964

Cap.	i.	Tables of Lessons	-
"	ii.	Book of Occasional Prayers.	-
"	iii.	Dedication of Memorial or Gifts.	-
"	iv.	Parochial Organization.	ss.1 and 3 repealed by 1977, C.ii. s.2 repealed by 1970, C.iii.
"	v.	Cathedrals.	Repealed by 1970, C.iii.
"	vi.	Churches and Church Halls.	-
"	vii.	Retirement of Bishops. Superannuation of Clergy.	Repealed by 1972, C.i.
"	viii.	Retirement of Bishops. Superannuation of Clergy.	Repealed by 1972, C.i.
"	ix.	Sparsely Populated Areas Commission.	-
"	x.	Suspension of Episcopal Elections.	Repealed by 1974, C.ii.
".	xi.	Canon 36.	Repealed by 1971, C.ii.

1965

Cap.	i.	Revised Standard Version.	-
"	ii.	Ecclesiastical Tribunals.	Repealed by 1971, C.vi.
"	iii.	Churches and Church Halls.	-
"	iv.	Stipends.	Repealed by 1971, C.ii.
"	v.	Sparsely Populated Areas Commission.	-
"	vi.	General Synod.	Repealed by 1969, C.ii.
"	vii.	Archdeaconries in Diocese of Connor.	Repealed by 1984, C.vii.

1966

Cap.	i.	Canon 1.	Repealed by 1971, C.ii.
"	ii.	Representative Body.	Repealed by 1972, C.i.
"	iii.	Widows and Orphans.	Repealed by 1972, C.i.
"	iv.	Glebes and Parochial Buildings.	Repealed by 1972, C.i.
"	v.	Churches and Church Halls.	-

1967

Cap.	i.	Modification or alteration of Articles, etc.	Repealed by 1969, C.ii.
"	ii.	Diocesan Councils.	Repealed by 1971, C.ii.

1968

Cap.	i.	Diocesan Synods.	Repealed by 1971, C.ii.
"	ii.	Churches and Church Halls.	-
"	iii.	Modification or alteration of Articles, etc.	Repealed by 1969, C.ii.
"	iv.	Limitation of Rights of Bishops.	-

1969

Cap.	i.	Central Church Fund.	Repealed by 1972, C.i.
"	ii.	General Synod.	Repealed by 1972, C.i.
"	iii.	Diocesan Councils.	Repealed by 1971, C.ii.
"	iv.	Churches and Church Halls.	-
"	v.	Stipends.	Repealed by 1971, C.ii.
"	vi.	Insurance.	Repealed by 1971, C.ii.

1970

Cap.	i.	Holy Communion.	Amended by 1979, C.i.
"	ii.	Appointment to Cures.	Repealed by 1975, C.ii.
"	iii.	Cathedrals.	Repealed by 1972, C.i.
"	iv.	Retirement of Bishops.	Repealed by 1972, C.i.
Superannuation of Clergy.			
"	v.	Endowment Assurance Fund.	Repealed by 1971, C.viii.
"	vi.	Killaloe & Clonfert Cathedrals.	-
"	vii.	City and Town Parishes Commission.	-
St. Patrick's Cathedral, Dublin.			

1971

Cap.	i.	Burial Grounds.	Repealed by 1972, C.i.
"	ii.	Dioceses and Diocesan Organisation.	Repealed by 1972, C.i.
Parishes and Parochial Organisation.			
Appointment to and Tenure of Cures.			
Canons.			
"	iii.	Stipends.	Repealed by 1972, C.i.
"	iv.	Churches and Church Halls.	-
"	v.	Appointment of Cures.	Repealed by 1975, C.ii.
"	vi.	Ecclesiastical Tribunals.	Repealed by 1972, C.i.
"	vii.	Election of Bishops.	Repealed by 1972, C.i.
"	viii.	Endowment Assurance Fund.	Repealed by 1972, C.i.
"	ix.	City and Town Parishes Commission.	
Christ Church Cathedral, Dublin.			Schedule and sec. 9 Repealed by 2025, C.iv.
"	x.	Modification or Alteration of Articles, etc.	Repealed by 1972, C.i.
"	xi.	Archdeaconries in Diocese of Connor.	Repealed by 1984, C.vii.
"	xii.	Resignation of Bishops.	Repealed by 1972, C.i.
"	xiii.	St. Patrick's Cathedral, Dublin.	Repealed by 1972, C.i.
"	xiv.	Appointment to Cures.	Repealed by 1975, C.ii.

1972

Cap.	i.	Consolidation of Constitution.	All except Preamble and Declaration repealed by 1978, C.i.
"	ii.	Baptism.	-
"	iii.	Archbishops and Bishops.	-
"	iv.	Modification or Alteration of Articles. etc.	Repealed by 1976, C.ix.
"	v.	Canon 28.	-
"	vi.	Suspension of Episcopal Elections.	Spent.
"	vii.	Stipends.	-
"	viii.	Representative Body.	-

"	ix.	Superannuation of Clergy.	-
"	x.	Cork, Cloyne & Ross Cathedrals.	-
"	xi.	Armagh Cathedral.	-
"	xii.	Widows and Orphans.	-

1973

Cap.	i.	Translations of Bible.	-
"	ii.	Meath, Kilmore & Tuam Dioceses.	-
"	iii.	Parishes and Parochial Organisation.	Repealed by 1978, C.i.
"	iv.	Glebes and Parochial Buildings.	Repealed by 1978, C.i.
"	v.	Stipends.	Repealed by 1978, C.i.
"	vi.	Retirement of Bishops.	Repealed by 1978, C.i.
Superannuation of Clergy.			
"	vii.	Kildare Deanery.	-

1974

Cap.	i.	Canons.	Repealed by 1978, C.i.
"	ii.	Repeal of Statues.	-
"	iii.	Commission on Episcopal Needs.	-
"	iv.	Stipends.	Repealed by 1978, C.i.
"	v.	Superannuation of Clergy.	-
"	vi.	Churches and Church Halls.	-
"	vii.	St. Patrick's Cathedral, Dublin.	Repealed by 1978, C.i.
"	viii.	Diocesan Synods.	Repealed by 1978, C.i.

1975

Cap.	i.	Solemnization of Matrimony.	-
"	ii.	Appointments to Cures.	Repealed by 1978, C.i.
"	iii.	Office of Vicar.	Repealed by 1978, C.i.
"	iv.	Superannuation of Clergy.	ss.4 and 5 repealed by 1978,
Widows and Orphans.			C.i.
"	v.	Stipends.	Repealed by 1978, C.i.
"	vi.	Parishes and Parochial Organisation.	Repealed by 1978, C.i.
"	vii.	Dioceses of Ossory & Leighlin.	-

1976

Cap.	i.	Diocesan Reorganisation.	Repealed by 1981, C.vii.
"	ii.	General Synod.	Repealed by 1978, C.i.
"	iii.	Auxiliary Priests.	Repealed by 1978, C.i.
"	iv.	Election of Bishops.	s.1 repealed by 1978, C.i.
"	v.	Clergy Pensions Fund.	Repealed by 1978, C.i.
"	vi.	Supplemental Fund.	Repealed by 1978, C.i.
"	vii.	Amendments to Constitution.	Repealed by 1978, C.i.
"	viii.	Stipends.	Repealed by 1978, C.i.
"	ix.	Modification or Alteration of Articles, etc.	Repealed by 1978, C.i.
"	x.	Diocesan Councils.	Repealed by 1978, C.i.
"	xi.	Glebes and Parochial Buildings.	Repealed by 1978, C.i.

1977

Cap.	i.	Amendments to Constitution.	Repealed by 1978, C.i.
"	ii.	Clergy Pensions Fund.	Repealed by 1978, C.i.

1978

Cap.	i.	Consolidation of Constitution.	All except Preamble and Declaration repealed by 1988, C.iii.
"	ii.	Kildare Deanery.	-

1979

Cap.	i.	Holy Communion.	-
"	ii.	Auxiliary Clergymen.	Repealed by 1988, C.iii.
"	iii.	St. Patrick's Cathedral, Dublin.	Repealed by 1988, C.iii.
"	iv.	Representative Body.	Repealed by 1988, C.iii.
"	v.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	vi.	Resignation of Bishops.	Repealed by 1988, C.iii.
Clergy Pensions Fund.			
"	vii.	Belfast Cathedral.	Repealed by 1984, c.vii.

1980

Cap.	i.	Parishes and Parochial Organisation.	Repealed by 1988, C.iii.
"	ii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	iii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	iv.	Clergy Pensions Fund.	Repealed by 1988, C.iii.

1981

Cap.	i.	Morning and Evening Prayer.	-
"	ii.	Sentences of Scripture.	-
"	iii.	Canticles.	-
"	iv.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	v.	Cashel, Waterford & Lismore Cathedrals.	-
"	vi.	Hildersheim Dish.	-
"	vii.	Diocesan Reorganisation.	-
"	viii.	Stipends.	Repealed by 1988, C.iii.

1982

Cap.	i.	Holy Communion.	-
"	ii.	Concerning the Services of the Church.	-
"	iii.	Archdeaconries.	Repealed by 1988, C.iii.
"	iv.	Baptismal and Burial Registers.	Repealed by 1988, C.iii.
"	v.	Glebe Repair Loans.	Repealed by 1988, C.iii.
"	vi.	Clergy Pensions Fund.	Repealed by 1988, C.iii.

1983

Cap.	i.	Financing of the Episcopacy.	Repealed by 1988, C.iii.
"	ii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	iii.	Belfast Cathedral.	-

1984

Cap.	i.	Ordination of Women as Deacons.	s.1 and Schedule (Pt.V) repealed by 1988, C.iii.
"	ii.	Psalter.	-
"	iii.	Calendar, Collects & Lectionary.	-
"	iv.	Litany, Late Evening Office.	-
"	v.	Baptism.	-
"	vi.	General Synod.	Repealed by 1988, C.iii.
"	vii.	Belfast Cathedral.	-
"	viii.	Belfast Cathedral.	-
"	ix.	Alternative Prayer Book.	-
"	x.	Preface.	-

"	xi.	Canon 38.	Repealed by 1988, C.iii.
"	xii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.

1985

Cap.	i.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	ii.	Downpatrick Cathedral.	Repealed by 2014, C.v.

1986

Cap.	i.	Commission on Churches.	Repealed by 2009, C.iv.
"	ii.	Church Fabric Fund.	Repealed by 1988, C.iii.
"	iii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.

1987

Cap.	i.	Confirmation.	-
"	ii.	Solemnization of Matrimony.	-
"	iii.	Burial of the Dead.	-
"	iv.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	v.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	vi.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	vii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	viii.	Limerick, Killaloe and Clonfert Cathedrals.	-

1988

Cap.	i.	Renewal of Baptismal Vows.	-
"	ii.	Baptism, Confirmation, First Communion.	-
"	iii.	Consolidation of Constitution.	All except Preamble and Declaration repealed by 2003, C.xv.
"	iv.	Amendments to the Constitution.	Repealed by 2003, C.xv.
"	v.	Clergy Pensions Fund.	Repealed by 2003, C.xv.

1989

Cap.	i.	Thanksgiving after Birth or Adoption.	-
"	ii.	General Synod.	Repealed by 2003, C.xv.
"	iii.	Clergy Pensions Fund.	Repealed by 2003, C.xv.

1990

Cap.	i.	Ordination of Women as Priests and Bishops.	Repealed by 2003, C.xv.
"	ii.	Institution of an Incumbent.	-
"	iii.	Stipends. Central Church Fund.	Repealed by 2003, C.xv.
"	iv.	Church Fabric Fund.	Repealed by 2003, C.xv.
"	v.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
	vi.	Clergy Pensions Fund.	Repealed by 2003, C.xv.

1991

No Statutes

1992

Cap.	i.	Ministry to the Sick.	-
"	ii.	Ordinal.	-
"	iii.	Clergy Pensions Fund.	Repealed by 2003, C.xv.

1993

Cap.	i.	Central Church Fund.	Repealed by 2003, C.xv.

"	ii.	Commission on Churches.	Repealed by 2009, C.iv.
"	iii.	Armagh Cathedral.	-

1994

Cap.	i.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
"	ii.	Parish and Parochial Organisation.	Repealed by 2003, C.xv.
"	iii.	Commission on Churches.	Repealed by 2009, C.iv.

1995

Cap.	i.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
"	ii.	Parish and Parochial Organisation.	Repealed by 2003, C.xv.

1996

Cap.	i.	Remarriage of Divorced Persons.	-
"	ii.	Alternative Prayer Book.	-
"	iii.	Management of Glebes etc.	Repealed by 2003, C.xv.
"	iv.	Clergy Pensions Fund.	Repealed by 2003, C.xv.

1997

Cap.	i.	Church Fabric Fund.	Repealed by 2003, C.xv.
"	ii.	Christ Church Cathedral, Dublin.	Repealed by 2025, C.iv.

1998

Cap.	i.	Appointment of Archbishops and Bishops.	Repealed by 2003, C.xv.
"	ii.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
	iii.	Kildare Cathedral and Trim Cathedral.	-

1999

Cap.	i.	Revised Common Lectionary.	-
"	ii.	Revised Common Lectionary.	-
"	iii.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
	iv.	Part-time Deployment of Stipendiary Clergy.	Repealed by 2003, C.xv.
"	v.	Membership of General Vestries.	Repealed by 2003, C.xv.

2000

Cap.	i.	Book of Common Prayer.	-
"	ii.	Book of Common Prayer.	-
"	iii.	Book of Common Prayer.	-
"	iv.	Commission on Churches.	Repealed by 2009, C.iv.

2001

Cap.	i.	Book of Common Prayer.	-
"	ii.	Book of Common Prayer.	-
"	iii.	Book of Common Prayer.	-
"	iv.	Book of Common Prayer.	-
"	v.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
"	vi.	Provincial Mediation Panels.	s.1-5 repealed by 2012 C.iii.

2002

Cap.	i.	Book of Common Prayer.	-
"	ii.	Book of Common Prayer.	-
"	iii.	Book of Common Prayer.	-
"	iv.	Book of Common Prayer.	-

"	v.	Book of Common Prayer.	-
"	vi.	Book of Common Prayer.	-
"	vii.	Book of Common Prayer.	-
"	viii.	Book of Common Prayer.	-
"	ix.	Amendments to the Constitution.	Repealed by 2003, C.xv.

2003

Cap.	i.	Book of Common Prayer.	-
"	ii.	Book of Common Prayer.	-
"	iii.	Book of Common Prayer.	-
"	iv.	Book of Common Prayer.	-
"	v.	Book of Common Prayer.	-
"	vi.	Book of Common Prayer.	-
"	vii.	Book of Common Prayer.	-
"	viii.	Book of Common Prayer.	-
"	ix.	Book of Common Prayer.	-
"	x.	Book of Common Prayer.	-
"	xi.	Book of Common Prayer.	-
"	xii.	Book of Common Prayer.	-
"	xiii.	Book of Common Prayer.	-
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ii. Ensure Diocesan Synod members are registered on the general vestry members of their parish -
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v. Allow for register of vestry persons to be amended during the course of the year -
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v. Glebe Agreements –
vi. NRA Anomaly –
vii. Increase number of Co-Options on Representative Church Body –
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Protocol for transfer of clergy serving in the non-stipendary ministry to the stipendary ministry, HoB 2013/001, 2014 p cix.

Protocol for receiving priests who have been ordained in either the Roman Catholic Church or the Eastern Orthodox Churches, HoB 2013/002, 2014, p cx.

Protocol for receiving Ministers of other Christian Churches who have not been Episcopally ordained, HoB 2013/003, 2014, p cxv.

Protocol for the selection, training and commissioning of Diocesan readers, HoB, 2013/004, 2014 p cxix.

Protocol for Granting Permission to Officiate to Certain Priests who were Ordained in the Roman Catholic Church or Eastern Orthodox Churches and who are now Members of the Church of Ireland, HoB, 2014/002, 2014, p lxxxi.

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1. 1885 Re Meath Episcopal Election. Right of Diocesan Synod to submit the names of three clergymen to the Bench of Bishops. Case from Bishops.
   - Reported in Journal, 1886, p. 169.

2. 1886 Re Precedence of Bishop of Meath. Case from Bishops.
   - Reported in Journal, 1886, p. 176.

3. 1888 Legality of Grant for Divinity School in connection with the Church of Ireland. Case from General Synod. - Reported in Journal, 1888, p. 158.

4. 1888 Mode of Election of Diocesan Nominators. Case from General Synod.
   - Reported in Journal, 1888, p. 160.

5. 1888 Effect of Resignation of his Benefice of Archdeacon upon his Retainer of the Archdeaconry. Case from Bishops. - Reported in Journal, 1888, p. 161.

6. 1890 M'Keown v. Irwin.
   Immorality of Clerk. Case from Diocesan Court of Derry. Sentence of Suspension. - Reported in Journal, 1895, p.202.

7. 1892 Brown and Creagh v. Pattison.
   Legality of Election of Incumbent. Petition under Chapter IV of the Constitution. - Reported in Journal, 1895, p. 203.

8. 1892 Grant v. Smith and others.
   Construction of Canon XXXVI. Appeal from Diocesan Court of Dublin. Cross on Stand behind Communion Table held to be illegal.
   - Reported in Journal, 1895, p.204.

9. 1893 MacLaughlin and MacMahon v Diocesan Synod of Cashel.
   Power of Diocesan Synod to amend Diocesan Scheme.
   - Reported in Journal, 1895, p.215.

10. 1893 Ross v M'Donagh.
    Drunkenness of Clerk. Using Profane Language. Neglecting to celebrate Divine Service. Case from Diocesan Court of Down, Connor and Dromore. Sentence of Deprivation. - Reported in Journal, 1895, p.216.

11. 1894 Campbell and others v. Hunt.
    Maintaining Doctrines contrary to the Articles of the Church of Ireland. Petition. - Reported in Journal, 1895, p.217.

12. 1896 Bishop of Limerick v. Cotter.
    Maintaining Doctrines contrary to the Articles of the Church of Ireland. Refusing to wear Surplice. Sentence of Deprivation.
    - Reported in Journal 1897, p. 258.

13. 1898 Bishop of Cashel v. Going.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1902, p. 222a.

14. 1900 Bellingham, Macan and M'Kee v. Leslie.
Legality of Election of Incumbent. Insufficient notice of holding of Board of Nomination.
- Reported in Journal, 1902, p.222b.

15. 1903 Re Tyney.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1905, p. 332.

16. 1903 Re Leet.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1905, p. 333

17. 1905 Archbishop of Armagh v. Hains.
Neglect of Ministerial Duty. Ceasing to reside in Parish. Sentence of Deprivation. - Reported in Journal, 1906, p.313.

18. 1905 Re Sleator.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1906, p.314.

19. 1907 Re Cooney.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1908, p.332.

20. 1908 Re The Deceased Wife's Sister Marriage Act, 1907. Case from Bishops.
- Reported in Journal, 1908, p.333 and pp.1iii-lv.

21. 1909 Re Dancy.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1910, p. 316.

22. 1914 Correll v. Robinson and others.
Rights of Burial in Parochial Graveyard. Appeal from Diocesan Court of Glendalough. Appeal dismissed. - Reported in Journal, 1915, p.459.

23. 1916 Diocesan Council of Down, Connor and Dromore v. Representative Church Body.
Claim in respect of Bequest of Archdeacon Smythe.
- Reported in Journal, 1916, p. 324.

24. 1918 Archbishop of Dublin v. Robinson.
Ceasing to reside in Parish and to perform his duties as Incumbent. Sentence of Suspension.
- Reported in Journal, 1919, p.363.

25. 1918 Hitchcock and others v. Archbishop of Armagh.
Claim a Declaration that ruling of Respondent as President of the Session of the General synod was erroneous. No jurisdiction.
- Reported in Journal, 1919, p. 365.

26. 1919 Re Powers of the General Synod.
The Court decided that it was within the power of the General Synod to amend Canon XXII by the insertion of the following words after the word "Ministers": "and in such

examination shall be included a course of theological study approved by the General Synod". Case from Bishops.
- Reported in Journal, 1919, p. 366.

27. 1921 Johnson and others v. Robinson.
Alleged sub-letting of Glebe without permission, and other charges. Petition withdrawn on agreed terms. - Reported in Journal, 1922, p.333.

28. 1928 Chamney and others v. Simpson.
Violations of Canons. Sentence of Admonition.
- Reported in Journal, 1928, p.367.

29. 1933 Re Bradshaw.
Cleryman incapacitated by permanent mental infirmity.
- Reported in Journal, 1933, p. 381.

30. 1935 Christie and others v. Colquhoun.
Violation of Canons. Sentence of Admonition.
- Reported in Journal, 1937, p. 355.

30A. 1937 Chamney and others v. Colquhoun.
Violation of Canons. Sentence of six months suspension.
- Reported in Journal 1992, p.368.

31. 1939 Caithness and others v. Colquhoun and others.
Petition for a Faculty for the removal of a Crucifix. Appeal from Diocesan Court of Dublin. Appeal dismissed.
- Reported in Journal, 1941, p.406.

32. 1940 Colquhoun and others v. Caithness and others.
Petition for a Faculty to confirm the retention of a Crucifix. Appeal from Diocesan Court of Dublin. Remitted to Diocesan Court.
- Reported in Journal, 1941, p.413.

33. 1941 Hick and others v. Wilson
Alleged violation of Canons. Petition dismissed.
- Reported in Journal, 1947, p.330.

34. 1947 Bishop of Tuam v. Judge.
Refusal to meet Ordinary. Sentence of Admonition. Sundry other charges dismissed. - Reported in Journal, 1948, p.283.

35. 1991 Carnduff and Others v. Thomas and Another.
Grant of Faculty for the placing of a cross on the Communion Table. Appeal from Diocesan Court of Down and Dromore. Appeal dismissed.
- Reported in Journal, 1991, p.302.

36. 2001 Re Special Diocesan Synod of Cashel and Ossory held on 29 June 2000.
Question concerning rules and procedures. – Reported in Journal, 2001, p. 368.

37. 2002 The Bishop of Meath and Kildare v. Very Rev AWU Furlong.
Holding beliefs contrary to the doctrines of the Church of Ireland. Petition withdrawn on agreed terms. – Reported in Journal 2003.

NOTES

1. The following case was also heard and decided by the Court, but was not reported:-

   1872 Gilbert v. Maturin.
   Defendant was charged with certain ecclesiastical offences, some of which were held to be proved, but in the exceptional circumstances of the case no punishment was inflicted nor were costs awarded.

2. The Court sat on sundry dates in November and December, 1923, to hear Appeals from the Decisions of the Commissioners appointed under the Statute 1920 (Special Session), c.iii, in respect of Final Schemes framed by them. Six Appeals were granted, and three were dismissed. Details of the nine Appeals are printed in Journals, 1924 - 1963.

ECCLESIASTICAL TRIBUNALS

REPORTS OF CASES

The following Cases have been reported in the Journals of the General Synod as follows:-

Disciplinary Tribunal

1. 2011 Complaints Committee v. Williamson
Conduct unbecoming to sacred calling – neglect of duty – breach of Safeguarding Trust.
Sentence of permanent deprivation of office and deposition from holy orders, upon terms. - Reported in Journal, 2011, p. 451

2. 2013 Complaints Committee v. Hemphill
Conduct unbecoming to sacred calling
Sentence of temporary deprivation of office. – Reported in Journal 2014, p. 454

3. 2024 Complaints Committee v. McLaughlin
Crimes punishable by law and conduct unbecoming to sacred calling.
Sentence of permanent deprivation of office, deposition from holy orders – reported in Journal 2025, p. 325

Complaints Committee

1. 2011 Complaints Committee v. Hemphill
Conduct unbecoming to sacred calling – neglect of duty.
Sentence of severe admonition on consent. - Reported in Journal 2011, p. 454

THE COMPLAINTS COMMITTEE ESTABLISHED UNDER CHAPTER VIII OF THE CONSTITUTION OF THE CHURCH OF IRELAND

IN THE MATTER OF A COMPLAINT LODGED BY THE RIGHT REVEREND GEORGE DAVISON, BISHOP OF CONNOR ON 8 AUGUST 2024

Between:

THE COMPLAINTS COMMITTEE

Presenter

-and-

THE REVEREND ADRIAN McLAUGHLIN

Respondent

WHEREAS a Disciplinary Tribunal was convened on 16 December 2024 at St Mark's Parish Hall, 2,Sydenham Avenue, Belfast BT4 2DR pursuant to the power conferred on it by section 31(a) of Chapter VIII of the Constitution of the Church of Ireland.

AND WHEREAS the Respondent failed to attend the hearing, and whereon the Disciplinary Tribunal was satisfied pursuant to Section 32 (g)(i) of Chapter VIII of the Constitution of the Church of Ireland that notice of the hearing was given to the Respondent, decided to proceed with the hearing in the absence of the Respondent ;

AND WHEREAS the members of the Disciplinary Tribunal considered the Formal Complaint of the Complaints Committee established under Chapter VIII of the Constitution of the Church of Ireland and pursuant to the powers thereunder;

AND UPON hearing Counsel for The Complaints Committee and upon hearing and considering the evidence adduced on behalf of the Complainant, The Disciplinary Tribunal found that the Formal Complaint against the Respondent had been proven, namely

(a) that the Respondent did commit crimes for the time being punishable by law in any part of Ireland; and

(b) that the Respondent did commit conduct unbecoming to the sacred calling of a person in holy orders.

ARISING THEREIN the Disciplinary Tribunal orders as follows:

1. An order pursuant to section 33 (d) (v) of Chapter VIII of the Constitution of the Church of Ireland, that the Respondent be deprived of his office as Incumbent of the parish of Dunmurry;

2. An order pursuant to section 33 (d) (vi) of Chapter VIII of the Constitution of the Church of Ireland, that the Respondent be deposed from holy orders;

3. An order pursuant to section 33 (f) of Chapter VIII of the Constitution of the Church of Ireland, that the Respondent shall deliver up vacant possession of the Rectory at 27 Church Avenue, Dunmurry, Belfast BT17 9RS, together with all chattels belonging to the Parish of Dunmurry on or before 31 January 2025;

4. An order pursuant to section 33 (f) of Chapter VIII of the Constitution of the Church of Ireland, that the Respondent forthwith deliver up all books, keys, and other property belonging to the Parish of Dunmurry and held by him;

5. An order pursuant to section 38 of Chapter VIII of the Constitution of the Church of Ireland, directing the Respondent to pay the Complaints Committee the sum of €30,000.00 (thirty thousand euro only) plus VAT if applicable thereon, as a contribution to costs;

6. A copy of this Order shall be published in the Journal of the General Synod in accordance with Section 33(j) of Chapter VIII of the Constitution of the Church of Ireland.

Dated 16th day of December 2024
Signed by members of the Disciplinary Tribunal

ATTENDANCE OF REPRESENTATIVES 2025

Day 1			
Diocese	**Clergy**	**Lay**	**Total**
Armagh	9	11	20
Clogher	11	21	32
Derry & Raphoe	15	22	37
Down & Dromore	21	36	57
Connor	18	28	46
Kilmore, Elphin & Ardagh	8	18	26
Tuam, Killala & Achonry	3	6	9
Dublin & Glendalough	21	32	53
Meath & Kildare	10	11	21
Cashel, Ferns & Ossory	15	31	46
Cork, Cloyne & Ross	13	19	32
Limerick & Killaloe	8	17	25
Total	**152**	**252**	**404**

Day 2			
Diocese	**Clergy**	**Lay**	**Total**
Armagh	7	9	16
Clogher	11	23	34
Derry & Raphoe	14	18	32
Down & Dromore	23	33	56
Connor	14	25	39
Kilmore, Elphin & Ardagh	7	14	21
Tuam, Killala & Achonry	3	5	8
Dublin & Glendalough	16	29	45
Meath & Kildare	9	13	22
Cashel, Ferns & Ossory	12	26	38
Cork, Cloyne & Ross	11	17	28
Limerick & Killaloe	6	16	22
Total	**133**	**228**	**361**

Day 3			
Diocese	**Clergy**	**Lay**	**Total**
Armagh	8	11	19
Clogher	12	17	29
Derry & Raphoe	10	19	29
Down & Dromore	20	32	52
Connor	17	28	45
Kilmore, Elphin & Ardagh	7	10	17
Tuam, Killala & Achonry	4	3	7
Dublin & Glendalough	16	24	40
Meath & Kildare	7	7	14
Cashel, Ferns & Ossory	9	24	33
Cork, Cloyne & Ross	10	20	30
Limerick & Killaloe	10	18	28
Total	**130**	**213**	**343**

Total number of attendances recorded: 1102 **Average: 369.33**

Clerical: 415 **Average: 138.33**

Lay: 693 **Average: 213**

NOTES ON THE SESSION ON 2025

The House of Bishops did not sit separately, and 11 Bishops were present at the meeting of the full Synod.

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