

CHURCH OF IRELAND
THE REPRESENTATIVE CHURCH BODY
REPORT 2001

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

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Chairman, Representative Church Body

MOST REV RHA EAMES
Archbishop of Armagh

Committee Chairmen

MR JF RANKIN	[Executive]
MR GC RICHARDS	[Allocations]
MR JRB HEWAT	[Investments]
MR S GAMBLE	[Property]
MR DG PERRIN	[Stipends]
MRS CH THOMSON	[Library and Archives]
THE HON MR JUSTICE DNO BUDD	[Legal Advisory]

Chief Officer and Secretary

MR RH SHERWOOD

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

The Representative Body is composed of the following 60 members and the attendance of each at the 5 meetings of the Representative Body held during the year 2000 is denoted by the figure placed before each name:

A ARCHBISHOPS and BISHOPS: ex officio MEMBERS (12)

- 5 Most Rev RHA Eames, Archbishop of Armagh
The See House, Cathedral Close, Armagh BT61 7EE
- 5 Most Rev WNF Empey, Archbishop of Dublin
The See House, 17 Temple Road, Dublin 6
- 5 Most Rev RL Clarke, Bishop of Meath and Kildare
Bishop's House, Moyglare, Maynooth, Co Kildare
- 4 Right Rev BDA Hannon, Bishop of Clogher
The See House, Fivemiletown, Co Tyrone BT75 0QP
- 4 Right Rev J Mehaffey, Bishop of Derry and Raphoe
The See House, Culmore Road, Londonderry BT48 8JF
- 3 Right Rev HC Miller, Bishop of Down and Dromore
The See House, 32 Knockdene Park South, Belfast BT5 7AB
- 4 Right Rev JE Moore, Bishop of Connor
Bishop's House, 113 Upper Road, Greenisland, Carrickfergus, Co Antrim BT38 8RR
- 0* Right Rev KH Clarke, Bishop of Kilmore
48 Carrickfern, Cavan
- 5 Right Rev RCA Henderson, Bishop of Tuam
Bishop's House, Knockglass, Crossmolina, Co Mayo
- 5 Right Rev JRW Neill, Bishop of Cashel and Ossory
The Palace, Kilkenny
- 5 Right Rev WP Colton, Bishop of Cork, Cloyne and Ross
The Palace, Bishop Street, Cork
- 1 Right Rev MHG Mayes, Bishop of Limerick and Killaloe
Bishop's House, North Circular Road, Limerick

* from January 2001

B ELECTED MEMBERS (36)

[Every member elected, otherwise than to a casual vacancy, must retire from office on the First Day of the Third Ordinary Session of the Diocesan Synod which shall be held after his election, in accordance with the provisions of the Constitution, Chapter X, Section 3.]

Cashel and Ossory	4	Very Rev LDA Forrest, The Deanery, Ferns, Co Wexford
	0	DRT Bate, 26 Grosvenor Terrace, John's Hill, Waterford
	4	The O'Morchoe, Ardgarra, Gorey, Co Wexford
Kilmore	4	Ven WD Johnston, The Rectory, Belturbet, Co Cavan
	0	Mrs HR Hicks, Garvary Lodge, 49 Teemore Road, Derrylin, Co Fermanagh BT92 9QB
	5	Mrs DM Burns, Richmount, Carrickboy, Longford
Cork	4	Ven REB White, The Rectory, Carrigaline Road, Douglas, Cork
	3	JE Stanley, Scart House, Belgooly, Co Cork
	3*	JK Roberts, Corran, Ferney Road, Carrigaline, Co Cork
Derry	5	Ven DS McLean, The Rectory, 80 Northland Road, Londonderry BT48 0AL
	3	S Gamble, 14 Spruce Road, Dysart, Strabane, Co Tyrone
	5	JHD Livingston, 28 Station Road, Garvagh, Co Londonderry
Armagh	5	Ven RG Hoey, The Rectory, 2 Maytown Road, Bessbrook, Co Down BT35 7LY
	1	Mrs HM McClenaghan, 43 Markethill Road, Portadown, Co Armagh BT62 3SH
	4	GA Forbes, 3 Drumnacanvey Road, Gilford, Co Armagh
Clogher	2	Ven CT Pringle, Rossorry Rectory, Derrygonnelly Road, Enniskillen, Co Fermanagh
	1	JWC Allen, Aughaninch, Newtownbutler, Co Fermanagh
	4	WJ Dickson, Carrickanure, Annyalla, Castleblayney, Co Monaghan
Dublin	2	Ven GCS Linney, St Paul's Vicarage, Silchester Road, Glenageary, Co Dublin
	0	P Harrison, Holmsdale, Church Road, Greystones, Co Wicklow
	4	DG Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin
Down	3	Very Rev DR Chillingworth, 8 Upper Church Lane, Portadown, Craigavon, Co Armagh BT63 5JE
	3	JF Rankin, Gort-na-Grian, 111 Ballylesson Road, Ballylesson, Belfast 8
	3	WL Dermott, 8 Killinchy Road, Comber, Newtownards, Co Down BT23 5SW

Connor	5	Ven AET Harper, St John's Rectory, 86 Maryville Park, Belfast BT9 6LQ
	3	HT Morrison, Springhill, 60a Glenavy Road, Lisburn, Co Antrim BT28 3UT
	3	RH Kay, 19 Upper Station Road, Greenisland, Carrickfergus, Co Antrim
Limerick and	3	Ven MJD Shannon, Kilcolman Rectory, Miltown, Co Kerry
	5	WT Morrow, 16 Kilbane, Castletroy, Co Limerick
Killaloe	2	RW Benson, Templehollow, Killaloe, Co Clare
Tuam	1	Ven AM Previt�, The Rectory, Church Hill, Clifden, Co Galway
	4	Mrs CH Thomson, Luimnagh West, Corrandulla, Co Galway
	1*	N Prins, Ballinlig, Beltra, Co Sligo
Meath and	5	Ven PHA Lawrence, The Rectory, Eastham Road, Bettystown, Co Meath
	2	JK Dunne, South Green, Kildare
Kildare	3	RF Colton, Ballycluff, Tullamore, Co Offaly

* Elected 2000

C CO-OPTED MEMBERS (12)

1	JH Stanley, Quinagh, 1 Laurel Lane, Station Road, Craigavad, Co Down
3	CG Walker, Belmont, 59 Monkstown Road, Blackrock, Co Dublin
0	TB McCormick, 11 Ontario Terrace, Dublin 6
1	JR McConnell, 10 Cadogan Park, Belfast BT9 6HG
4	His Honour JG Buchanan, Castlemount, Castleknock, Co Dublin
1	The Hon Mr Justice DNO Budd, 5 Rowan Park Avenue, Blackrock, Co Dublin
3	Professor TD Spearman, St Elmo, Marlborough Road, Glengageary, Co Dublin
5	JRB Hewat, Rathmichael Lodge, Shankill, Co Dublin
5	GC Richards, 32 St Alban's Park, Dublin 4
2	GW Stirling, Annaghdown Lodge, Corrandulla, Co Galway
3	The O'Donovan, Hollybrook House, Skibbereen, Co Cork
4	R Neill, Killegar, Enniskerry, Co Wicklow

The following are the names of those who retire in May 2001:

His Honour Judge JG Buchanan
JRB Hewat
The O'Donovan

NOTE

In accordance with the Charter of Incorporation (1870) the Representative Body is composed of Ex-officio, Elected and Co-opted members. The Charter provided that the Ex-officio members shall be the Archbishops and Bishops, the Elected members shall consist of one clerical and two lay representatives for each diocese or union of dioceses presided over by one Bishop and that the Co-opted members shall consist of persons equal in number to the number of such dioceses for the time being. (See also Chapter X of the Constitution).

COMMITTEES OF THE REPRESENTATIVE BODY

Membership details, number of meetings held between 1 January - 31 December 2000 and record of attendances are given hereunder.

EXECUTIVE COMMITTEE

(5 Meetings)

JF Rankin (4)
(Chairman)

The Archbishop of Armagh	(4)	Ven CT Pringle	(2)
The Archbishop of Dublin	(5)	Very Rev DR Chillingworth	(5)
The Bishop of Derry	(3)	Ven AET Harper	(2)
GC Richards	(5)	Mrs CH Thomson	(4)
JRB Hewat	(5)	RH Kay	(5)
DG Perrin	(4)	HT Morrison	(5)
S Gamble	(3)	RW Benson	(5)

ALLOCATIONS COMMITTEE

(4 Meetings)

GC Richards (4)
(Chairman)

The Archbishop of Armagh	(3)	WL Dermott	(4)
JE Stanley	(3)	Very Rev DR Chillingworth	(4)

INVESTMENT COMMITTEE

(12 Meetings)

JRB Hewat (12)
(Chairman)

HT Morrison	(11)	The O'Morchoe	(10)
JH Stanley	(5)	TB McCormick	(8)
GW Stirling	(10)	WL Dermott	(11)

PROPERTY COMMITTEE

(6 Meetings)

S Gamble (6)
(Chairman)

RH Kay	(5)	The O'Morchoe	(5)
* RF Colton	(0)	Ven WD Johnston	(6)
P Harrison	(2)	Ven DS McLean	(5)
Ven REB White	(4)	GA Forbes	(5)

* Elected 2000

STIPENDS COMMITTEE

(4 Meetings)

DG Perrin (3)
(Chairman)

The Bishop of Cashel	(3)	Mrs HR Hicks	(2)
Ven CT Pringle	(3)	Ven DS McLean	(2)
RW Benson	(1)	JR McConnell	(1)
CG Walker	(3)	WT Morrow	(2)

LEGAL ADVISORY COMMITTEE

(3 Meetings)

The Hon Mr Justice DNO Budd (3)
(Chairman)

JW Wilson	(1)	RLK Mills	(1)
His Honour JG Buchanan	(3)	RL Nesbitt	(1)
AC Aston	(3)	LJW MacCann	(3)

LIBRARY AND ARCHIVES COMMITTEE

(3 Meetings)

Mrs CH Thomson (3)
(Chairman)

The Bishop of Meath	(3)	Ven REB White	(1)
The Archbishop of Dublin	(1)	JF Rankin	(2)

Advisory Members	–	WD Linton	(3)
	–	Dr K Milne	(3)
	–	Rev Canon JR Bartlett	(2)

“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.”

- *Prayer read at the commencement of all meetings of the Executive Committee.*

MISSION AND RESPONSIBILITY

The Representative Body, as a representative trustee for the Church, strives to operate within a framework of sound practice based on principles of integrity and accountability. Its historic and primary mission is to serve and support the Church’s ministry with full legal accountability for its governance of property and financial assets. Over the long term, the Representative Body seeks to manage investments to obtain the best possible return for present and future beneficiaries and to work for improvements in clergy stipends and pensions.

FINANCIAL SUMMARY AND OVERVIEW

- In financial terms, the Representative Body did not escape the downturn in economic sentiment in 2000 as concerns about declining global growth rates, rising oil prices and high profile profit warnings produced negative equity returns in the major markets.
- The Balance Sheet assets of the Representative Body, General Funds and Specific Trusts, increased by IR£18m during the year 2000, a modest increase reflecting poorer returns in the major investment markets compared to the previous two years and a strengthening of the Euro currency against sterling and the US\$ towards the year end. This increase includes both realised and unrealised valuation gains in the financial markets.
- Total income increased by circa IR£0.3m to IR£4.4m in 2000 (1999: IR£4.1m) while operating costs increased by IR£0.1m to IR£1.5m in the same period (1999: IR£1.4m). The increase in costs reflects costs of salaries and wages in the current market economy, increased library maintenance costs, the cost of new investment tracking and pricing systems in Church House and higher levels of committee expenses (offset by reduced pension funding costs after the latest actuarial revaluation).
- Net income after meeting operating costs was again insufficient to meet increased financial allocations and commitments and a sum of IR£236,000 (1999 IR£306,000) was taken from reserves (which are maintained to smooth out the peaks and valleys in income and to protect against hardship and instability).
- The re-emergence of wage and price inflation in the Republic, together with currency and interest rate uncertainty generally continued to give some cause for concern and to restrict prospects for undertaking any new or additional financial commitments.

ALLOCATIONS RECOMMENDED TO THE GENERAL SYNOD 2001

- Allocations recommended this year amount to IR£3.221m (Sterling allocations translated at IR£1 = £0.7924). As usual, the major proportion of these allocations is to support the stipendiary ministry and retired clergy/surviving spouses. The amounts listed hereunder represent the net amounts required to meet current commitments after taking into account income from endowment funds, the episcopal levy and a final contribution from the Priorities Fund towards the cost of training ordinands at the Church of Ireland Theological College (see commentary).

- Recommendations with prior year comparisons are as follows:

	2001 IR£	2000 IR£	2001 £	2000 £
GROUP A				
Episcopal Stipends and Expenses	559,419	512,496	442,185	374,879
<i>less</i> Episcopal Levy	(167,025)	(150,012)	(211,626)	(187,442)
	392,394	362,484	210,559	187,437
Deans of Residences/University Chaplains	49,318	44,462	127,826	117,209
Clerical Relief - Children's Allowances	32,000	30,250	25,500	23,570
- Central Church Fund	-	-	-	-
- Discretionary Grants	1,500	1,500	1,500	1,500
Stipend Fund	-	-	-	-
St Patrick's Cathedral, Dublin	19,494	17,423	-	-
Clergy Endowment Assurance	1,460	1,800	2,400	2,600
	496,166	457,919	367,785	332,316
GROUP B				
Clergy Pensions Fund - Escalation	259,122	230,731	354,142	320,157
Supplemental Fund Benefits				
- Retired Clergy, Widows, Spouses	143,133	145,869	19,403	18,283
Discretionary Grants				
- Retired Clergy	-	-	10,000	9,000
- Surviving Spouses	-	-	5,500	4,500
	402,255	376,600	389,045	351,940
GROUP C				
Training of Ordinands				
- Students' Fees and Grants (net)	257,266	202,562	-	368
- Theological College (Operating Costs)	407,550	390,000	-	-
	664,816	592,562	-	368
GROUP D				
General Synod/Standing Committee	187,789	88,861	137,869	175,478
Board of Education	19,247	49,830	87,256	83,223
Church of Ireland Youth Council	60,000	60,000	60,000	60,000
	267,036	198,691	285,125	318,701
GROUP E				
Christian Stewardship	-	-	50,000	50,000
Lambeth Conference/Regional Meetings	-	-	-	-
RCB Library	5,000	4,500	4,500	2,650
The Church's Ministry of Healing	1,250	1,250	-	-
Regular Sunday Services in Irish	300	300	-	-
Marriage Council	-	1,000	-	-
	6,550	7,050	54,500	52,650

Summary expressed in Irish pounds as per General Fund Revenue Statement:		
	2001	2000
A - Maintenance of the Stipendiary Ministry	960,307	878,892
B - Retired Clergy and Surviving Spouses	893,225	822,432
C - Training of Ordinands	664,816	593,028
D - General Synod Activities	626,861	602,417
E - Miscellaneous	75,328	73,746
	<u>IR£3,220,537</u>	<u>IR£2,970,515</u>

- **Commentary on selected allocations**

Group A

Episcopal Stipends and Expenses

This net allocation after allowing for endowment income and levies includes the budgeted costs and estimates for 2001 in respect of episcopal stipends, pension funding, national insurance, office, secretarial and travelling expenses, costs of heating, lighting and cleaning of see houses and upkeep of grounds together with amortised costs of past capital expenditure and an annual budget for routine property maintenance.

Group C

Training of Ordinands/Theological College

Costs for 2000/2001 have been estimated as follows:

		IR£
Accommodation/meals		94,384
Fees/Theological College		15,200
Fees/Trinity College Dublin		55,450
Fees/other (ISE etc)		7,800
Personal allowances		100,510
Living out allowances		6,612
Contingencies/emergencies		2,500
Parish placement payments		3,600
Miscellaneous costs		1,210
less : Trust funds		(5,000)
: Priorities Fund	Note 1	(25,000)
		<u>257,266</u>
add : College costs		407,550
Total	Note 2	<u><u>IR£664,816</u></u>

Notes

- 1 This is a final contribution from the Priorities Fund.
- 2 Based on 37 stipendiary ordinands, average net cost per student is IR£17,968 per annum (or IR£18,788 gross).

Group D

General Synod/Standing Committee

The allocation under this heading includes the following:

	IR£	£
Financing of Committees and Boards	89,372	65,275
Subscriptions to Ecumenical and Anglican Organisations	30,935	70,569
Operating and Synod Expenses (including venue)	28,025	2,025
Administration Charges	39,457	-
	<hr/> 187,789	<hr/> 137,869

Note: The RCB's Allocations Committee met with representatives of the Church of Ireland Youth Department (CIYD), the Budget Sub-Committee of the Standing Committee and the Priorities Fund Committee during the year as part of an ongoing process of dialogue, consultation and reviews in relation to central funding of budgets and responsibilities. The meeting with CIYD representatives took place in the context of an independent consultancy report carried out at the request of the Allocations Committee and with the full co-operation of the Department. A review of the Christian Stewardship operation has also been commissioned and the outcome of both consultancy reviews will be considered further during 2001. The allocations for both organisations have been maintained at the higher levels agreed some three years ago (for 2001).

INVESTMENTS AND MARKETS

- International equity markets reflected a downturn in global economic activity, regular profit warnings across all sectors and industries (most evident in technology and telecommunications) and fears of a recession in the world's largest economy, the United States of America, following ten years of expansion and sustained growth. Oil prices peaked and fell again but remain well above average levels for the past decade.
- Returns on equities were negative in the major markets of the United Kingdom, Japan and the USA. Volatility and valuation worries in relation to technology and telecom stocks provided support for bonds, which for the first time since 1991 outperformed equities.
- In contrast, the equity market in Ireland bounced back from a dismal performance in 1999 to produce a respectable return of 14.1% for the year. A major factor was the re-rating of the financial sector to bring it more into line with its European peers. Overseas institutional buying helped ease technical pressures from portfolio "rebalancing" by domestic fund managers (shifting from Irish to Euro based equities).
- Interest rate cuts in the early part of the new year have steadied markets and should provide support for equities in 2001.
- Valuations of the various portfolios and comparative figures at year end were as follows:

Portfolio	Valuations		Total Return
	<u>2000</u>	<u>1999</u>	
<i>General Funds</i>			
UK and Foreign	£92,754,292	£92,240,318	+3.89%
Irish	IR£24,642,764	IR£23,032,151	+10.0%
<i>Clergy Pensions Fund</i>			
Northern Ireland	£43,359,751	£43,727,811	-0.1%
Republic of Ireland	IR£44,200,267	IR£41,236,222	+9.5%
<i>Specific Trusts</i>			
UK and Foreign	£19,874,694	£23,964,737	+3.3%
Irish	IR£39,535,473	IR£40,728,015	+20.7%
RB Unit Trust	IR£16,198,439	IR£14,723,708	+11.6%
RB General Unit Trust (RI)	IR£56,934,120	IR£40,709,764	+6.9%
RB General Unit Trust (NI)	£11,597,494	£10,696,231	+5.3%

The underlying market value of the combined funds (expressed in Irish currency) increased over the year from IR£377m (translated at IR£1 = £0.7894) to IR£393m (translated at IR£1 = £0.7924). This overall gain of circa IR£16m includes unrealised currency translation gains (expressed in IR£ terms).

The comparable total return performances of relevant equity markets in 2000 were: Ireland +15.7%; UK FT All Share -5.8%; UK FT100 -8.0%; S&P Composite -8.8%.

- **Asset Management**

The General Funds (UK and Foreign) and Clergy Pensions Fund (Northern Ireland) are managed from London by Lazard Asset Management.

The Clergy Pensions Fund (Republic of Ireland) is managed by Bank of Ireland Asset Management (BIAM).

The Specific Trusts, Unit Trusts and part of the General Funds portfolios are managed by RCB staff reporting to the Investment Committee. General policy or strategy is to focus on capital and income growth and to seek to optimise the long term total return for the RCB and its trust beneficiaries.

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

Presentations were made to the Committee by five investment houses in December 2000 as part of a periodic review of existing and/or potential fund managers.

- **Income Returns/Total Returns**

Running yields on the General Funds investment portfolios produce a return of 2.9% per annum on capital at present valuations. The Investment Committee, in discussion with its professional advisers, is seeking to generate a higher income return without putting long term capital at risk. In this regard, it is also aware of a consultation paper issued by the Charity Commission in the United Kingdom which explores the possibility of relaxing the distinction between capital and income returns for charities given the downward pressures on investment income (due to the global economic backdrop of low inflation, the abolition of the tax credit on dividends and the increasing practice of corporations returning value to shareholders in guises other than regular dividends).

- **Ethical Review**

In 2000, the Committee commissioned reports from Lazards and BIAM in relation to ethical and socially responsible investment issues and also reviewed the Church of England Ethical Investment Group report *A Duty of Care* (which highlighted the complexity of investment balance and integrity in a sophisticated world of mergers, take-overs and scientific innovation).

The Committee reported to the Representative Body that it was satisfied that its investment managers are sensitive to these issues and to the Church's Christian values and expectations of investment probity and respectability.

CLERGY REMUNERATION AND BENEFITS

- **Minimum Approved Stipends**

In 1998, the General Synod approved a recommendation from the RCB that a special increase of £2,400 should be paid in two instalments in addition to the normal percentage increases due in 2000 and 2001.

With effect from 1 January 2002, the Irish currency will be replaced with the new Euro currency at a fixed exchange rate of €1 = IR£0.787564. **Hence, the approved stipend for the Republic of Ireland must now be expressed in Euro for the year 2002 *et seq.***

The following minimum approved stipends are recommended for approval by the General Synod to take effect from 1 January 2002:

	Current (2001)	New (2002)	Equivalent
Northern Ireland	£19,086	£19,792	€1,713
Republic of Ireland	IR£19,494	IR£20,956	€6,609

Both recommendations reflect the increases in inflation, measured to November on a year-to-year basis, plus 0.5% (3.7% NI and 7.5% R of I).

Note: €1 = £0.6241Stg (variable) and IR£0.787564 (fixed).

- **Locomotory Allowances**

The current pence per mile rates based on the Civil Service rates in the Republic and the Public Service rates in Northern Ireland are as follows:

		Northern Ireland
Per mile:	first 8,500 miles	44.80p
	over 8,500 miles	12.60p
		Republic of Ireland
Per mile:	first 4,000 miles	75.64p
	over 4,000 miles	34.59p

It is intended that the Northern Ireland Public Service rates will be replaced with the official UK Inland Revenue rates. At present, this would not give any improvement in levels of allowances for clergy in Northern Ireland until the 15,500 miles per annum level is reached, but it would achieve a better degree of comparability with the cut-off point set at 4,000 miles in both jurisdictions.

- **Long-term Illness/Permanent Health Insurance**

Representations have been made by two dioceses in relation to prolonged clergy absence from parochial duties due to long-term illness and the additional expenses which arise in providing a locum ministry in such circumstances.

The Stipends Committee is currently exploring the feasibility and cost of putting in place a church-wide scheme on a diocese-by-diocese basis with an insurance provider for all serving clergy under the age of 60.

The Committee will consult with dioceses at its next annual meeting with the diocesan secretaries in June 2001.

- **Commission on Ministry**

A response to proposals from the Commission on Ministry for a 'severance package' for clergy moving out of stipendiary ministry on a permanent basis was made by the Representative Body in 2000. It is understood that legislation to implement the non-financial elements of the proposals of the Commission will proceed in 2001 and that the Representative Body will be requested to make *regulations* in relation to financial issues in due course.

PROPERTY AND TRUSTS

- **Trustee Status and Powers of the RCB**

The RCB is the legal owner of most of the property of the Church of Ireland in its role as an incorporated trustee body with 'perpetual succession' (ie does not have to appoint named trustees under deed or appoint or re-appoint successors in title from time to time). The RCB, the parishes and the dioceses are all governed by the Constitution of the Church of Ireland, which contains mandatory basic provisions for the management of Church property including disposal, use of proceeds of sales, insurance etc.

The RCB has no powers to hold real property (buildings and land) other than for Church purposes. This legal limitation has its origins and basis in the Irish Church Act, 1869 and subsequent Land Acts.

- **Plans for Glebes**

The Property Committee developed a comprehensive design guide for new glebes in 1999 which has been circulated to the diocesan glebes committees and is available to any parish contemplating building a new glebe. Plans for new glebes, vested in the RCB, must be submitted for examination and report by the Property Committee's technical advisors in advance of tendering etc so that any deficiencies or potential planning difficulties can be resolved in good time.

- **Letting of Glebes and other Church Property**

Care must be exercised where a letting could involve business purposes as different legal rules apply to business tenancies. Planning permission for change of use may be required and it is essential to ensure that a proper legal agreement is drawn up, that terms and conditions be monitored and that tenancy agreements are not allowed to run on past the termination date of the letting.

It should also be noted that it is neither lawful nor advisable to allow persons into possession of any house, building or land without the appropriate approvals of diocesan council and RCB and the appropriate legal agreement being signed.

- **See Houses**

See Houses are held by the RCB in trust for the bishops for the time being and not for any other purpose or beneficiary. Proceeds of sales of former see houses less the cost

of replacement housing are held as permanent endowments for the sees to which they belong and applied accordingly.

The duty of the RCB as owner of see property is to ensure that residences meet the needs of bishops today, are kept in good repair and provide suitable living and working accommodation.

See (Clogher) – a new See House on part of the existing site at Fivemiletown should be completed by late 2001 or early 2002. It is planned to sell the former See House and remainder of the site at Fivemiletown during the current year.

See (Kilmore) – a modern residence has been acquired in Cavan town as a temporary residence for the new Bishop. The future of the existing See House and the building of a new house on the see land adjoining Kilmore Cathedral have been discussed with diocesan representatives with technical and marketing advice being sought.

See (Cashel and Ossory) – following presentations and meetings of the Diocesan Councils in Kilkenny in 1999 and 2000, the RCB agreed to the transfer of the Palace and portion of the grounds to the Heritage Council and to build a modern See House on the lower portion of the grounds subject to completion of formal contract agreements and to obtaining planning permission for change of use (from residential to heritage purposes). Under this scheme, the Church would have reserved rights to continued use of the Palace for specified purposes.

The Legal Advisory Committee subsequently confirmed that the appropriate diocesan consent as required under the terms of the Constitution had been given (see legal opinion - Appendix E and memorandum - Appendix F).

- **Church House, Armagh**

A grant of £100,000 was allocated in 2000 to the development and refurbishment costs of Church House, Armagh (payable in four instalments of £25,000 each).

- **Planning and Development Acts**

Under new planning and development arrangements in force in the Republic of Ireland since January 2000, the system of listed buildings has been replaced with strengthened procedures for the protection of structures of architectural, historical, archaeological, artistic, cultural, scientific, social or technical interest. Obligations in relation to the preservation of ‘protected structures’ apply to all parts of the structure including the interiors, surrounding lands and fixtures and fittings forming part of the interiors.

Discussions are taking place between the RCB and Dúchas, the Heritage Service, with a view to preparing guidelines and advice on the care, maintenance and redundancy of church property in the context of the new planning environment. It is hoped to issue an advisory document to parishes during the current year.

- **Church and Graveyard Walls**

Potentially serious financial loss to parishes due to ageing walls surrounding churchyards and graveyards was again evident in 2000. Parishes are strongly advised to inspect walls regularly, to seek technical advice and to carry out preventative maintenance where possible. Where substantial repairs to collapsed walls or threatened collapses become unavoidable, it may be necessary to carry out substantial earth works, which in many cases will result in difficult exhumations and all the complexities which that may involve.

- **Stained Glass (Surveys)**

An application was made to the Heritage Council for part funding support for a professional survey of stained glass windows in the Church of Ireland. Initial surveys have been carried out in the dioceses of Ferns and in Tuam, Killala and Achonry. These surveys were carried out by Dr David Lawrence, an expert on the conservation of stained glass who is based in Canterbury.

It is hoped to continue with this important work with additional part funding support from the Heritage Council. A grant of IR£12,500 has been received to date and an offer of IR£20,000 has been given for the year 2001. The Representative Body is grateful for the generous support of the Heritage Council for this work.

LEGAL OPINIONS

The Legal Advisory Committee gave legal opinions in relation to the following issues in 2000:

- See (Cashel and Ossory) – the diocesan consent issue in relation to the disposal of the Bishop’s Palace
- Church of Ireland Theological College – accountability issues referred to it by the General Synod 2000

The text of the formal opinions will be found in Appendix E (pages 61-62).

Trusts of Sustentation – the committee also considered the question of applying RCB General Funds for severance payments to clergy. A formal opinion is awaited.

LIBRARY AND ARCHIVES

• **Library Development**

Approval was given to convert the last remaining under utilised area in the Library building, the former radio studio, into book stacks and mobile shelving was installed in this area.

Approval was also given to proposals to re-paint the exterior of the building, install security cameras and lighting, to improve the signage, and to prune the surrounding trees.

• **Readership**

The numbers of reader visits and loans of printed books remained at levels similar to 1999. The number of archives and manuscripts which were produced for researchers continued to grow as the role of the Library as a place of first resort for all who are interested in the history and development of the Church of Ireland became more widely appreciated.

Induction sessions were given by the Library staff for new ordinands in the Theological College, for new candidates for the auxiliary ministry, for those in training to be lay readers and for members of the Archbishop of Dublin's Course in Theology. In addition to the normal opening hours the Library remained open until 7.30 pm on the Friday evenings when the candidates for the auxiliary ministry were resident in the Theological College.

• **Allocations**

The General Synod allocated IR£3,900 and £2,650 for the purchase of books and IR£600 for conservation. This was generously augmented from the following sources:

Armagh diocese (£400); Cashel, Waterford and Lismore dioceses (IR£50); Connor Ordination Committee (£400); Cork, Cloyne and Ross dioceses (IR£300); Derry and Raphoe dioceses (£350); Down and Dromore dioceses (£600); Dublin and Glendalough dioceses (IR£250); Ferns diocese (IR£50); Limerick, Killaloe and Ardferd dioceses (IR£200); Meath and Kildare dioceses (IR£250); Monkstown (Dublin) parish (IR£100); Tuam, Killala and Achonry dioceses (IR£150).

• **Accessions**

Books continued to be purchased to meet the requirements of those in training for the ministry and for the needs of the wider church. Individual authors who had used the Library presented copies of their books, and the Library's collections continued to be augmented by gifts from retired clergy and laity. A selection of books from the former Down, Dromore and Connor Diocesan Library were transferred from Church House, Belfast, and a quantity of older printed books was transferred from the Palace, Cork.

The principal archival accessions were records from 74 parishes and the Library now manages records from over 700 parishes. Diocesan records in the Palace, Cork, were surveyed and subsequently transferred to the Library and additional transfers from

Meath and Tuam were received. The Library's holdings of cathedral records were augmented by the transfer of part of the archives of Down Cathedral. Accessions of archives and manuscripts in 2000 can be found in Appendix A on page 46.

- **Oral Archive**

Interviews with the Very Revd Brian Harvey and Canon WTH Slator were completed and the tapes lodged in the Library.

- **Parish Registers**

In response to concerns that parish registers were endangered by prolonged use and inadequate storage, the Committee recommended to the Executive Committee that registers of baptisms and burials should be closed at the end of the year 2000 and that non-current parish records should be transferred to the Library or, in the case of parishes in Northern Ireland, to PRONI. The Executive Committee endorsed this recommendation and transfers of records have begun.

- **Archives Cataloguing**

The periodic secondment to the Library of the Assistant Administrator of St Patrick's Cathedral, Dublin, provided an opportunity to make progress with arranging and listing the archives of the cathedral. Considerable progress was also made with cataloguing of the Meath diocesan records.

- **Church Plate**

Work continued on the creation of a definitive data base of church plate. At the end of the year 2000, 77 per cent of the inventories had been returned and checked. The work in the dioceses of Clogher, Kilmore and Waterford has been completed and most of the other dioceses have returned in excess of 70 per cent of their inventories. However, significant work remains to be done in the dioceses of Armagh, Cashel and Emly, Lismore, Killaloe and Kilmacduagh and Limerick.

The Committee prepared a policy document on the disposal and display of church plate. This was endorsed by the Executive Committee and is printed as Appendix B on page 51.

- **Portraits**

The Executive Committee accepted the Committee's recommendation that portraits ought to be regarded as archives rather than decorative arts, and assigned responsibility for surveying and cataloguing the collections to the Library. This responsibility is confined to original portraits and does not encompass "photographic portraits" which the Committee considered to be of little merit.

The portrait collections in the See House, Dublin, and Christ Church Cathedral, Dublin, were surveyed and photographed. The collection in the Palace, Cork, was surveyed. Applications to the Millennium Fund and to the Ireland Funds for support to photograph the other portrait collections were unsuccessful. The Committee is continuing to examine how the photography of the portrait collections might be funded.

- **Movable Property**

At the request of the Chief Officer the Committee prepared guidelines on movable property. These were adopted by the Executive Committee and circulated to all incumbents.

- **Outreach**

The sixth volume in the Library's parish register series was a reprint of James Mills (ed.) *The registers of the parish of St John the Evangelist, Dublin, 1619-1699* which was published originally in 1906 and which was long out of print. The first in a new series of Maynooth Research Guides for Irish Local History, *Church of Ireland records*, written by the Librarian and Archivist, was published by Irish Academic Press and Four Courts Press published *A Catalogue of the maps of the estates of the archbishops of Dublin, 1654-1850* by the Librarian and Archivist and the Dublin City Archivist.

Lectures and addresses on the library and its resources were given to the M.A. in Local History students in NUI-Maynooth, the Higher Diploma in Archives students in UCD, ordinands in the Theological College, the Dublin and Glendalough Theology Circle, the congregation of St John's Church, Sandymount, the Irish Society for Archives, the Donaghmore Historical Society, the Wexford Historical Society and the National Genealogical Society of America.

The Library staff participated in programmes on Anna Livia Radio and Dublin South Community Radio and facilitated a television programme on genealogy.

The Library hosted four seminars for MA students in Modern History in NUI-Maynooth, provided an introductory seminar for architects involved in the MA in Conservation in UCD, and facilitated a group visit from the Ulster Historical Foundation.

POLICY AND CO-ORDINATION ADVISORY COMMITTEE

The Policy and Co-ordination Advisory Committee (the PCAC) has met on three occasions during the year 2000 following on from its initial meetings in 1998 and 1999.

Members of this Advisory Committee are the Archbishops of Armagh and Dublin, two of the Honorary Secretaries of the General Synod, the Chairman and Deputy Chairman of the RCB Executive Committee, the Chairman of the RCB Allocations Committee, the Chairman of the RCB Investment Committee and the Chairman of the Priorities Fund Committee. The Committee's role is, broadly, to provide a mechanism for linkages between the RCB and the Standing Committee in the interests of greater co-operation and co-ordination. Its focus to date has been on the following areas:

- Training of Ordinands
- Financial Roles and Responsibilities
- Communications and Publishing
- Co-ordination and Administrative Reform
- The Office of the Primacy

These meetings have provided a good forum for discussion of issues of common concern to the Representative Body and Standing Committee. They have facilitated greater understanding and helped to create a better atmosphere in relation to financial issues, resources and priorities which has been replicated in meetings between the RCB's Allocations Committee and representatives of the Standing and Priorities Fund Committees. Thus, while the PCAC has no specific authority or remit, it does provide a useful bridge between the two bodies given its representative mix and membership and, from these beginnings, it is hoped to develop stronger working relationships and to promote a greater sense of shared responsibility and co-ordination in relation to practical issues and use of material resources.

The PCAC continues to examine the potential for further reform taking into account in particular the structural changes in Church House subsequent to the PriceWaterhouse report in 1997, the decision of the RCB and the Standing Committee in March 2000 to appoint a Director of Communications and a Media Officer and the support requirements of the Primacy.

MISCELLANEOUS AND GENERAL

- **Deposit Interest (Rates)**

The rates of interest allowed or charged by the Representative Body are linked to the rates ruling from time to time in the Money Market. The following rates of interest were applied by the Representative Body in respect of the year 2000:

QUARTER ENDED	IR£		£	
	Dr %	Cr %	Dr %	Cr %
31 March	5.25	3.50	5.75	5.25
30 June	5.75	4.10	6.00	5.50
30 September	6.50	4.50	6.00	5.75
31 December	7.00	4.75	6.00	5.75

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.

- **Deeds of Covenant and Gift Aid (Northern Ireland)**

The total value of the subscriptions collected under deed of covenant and Gift Aid on behalf of parishes in 2000 was £4,631,453 to which the income tax recovered by the Representative Body added £1,370,915 to give a total of £6,002,368 as compared with £5,452,129 in the previous year.

The 'New Gift Aid' scheme announced by the Chancellor of the Exchequer in November 1999 became effective in April 2000 from which date it became possible to encourage tax effective regular giving in a less formal manner than applied under conventional deed of covenanting rules. While the technical and legal aspects of

giving under Gift Aid have been greatly simplified, it is important to continue promoting 'planned giving' as a strategic concept of regular financial commitment to support church witness and ministry in the parishes.

The need to maintain an accurate and comprehensive audit trail of payments by donors to parish funds has been emphasised: in this context, and to explain the new system, a number of seminars was held across Northern Ireland in December at which representatives of the Inland Revenue, the RCB and the Christian Stewardship office attended.

- **Director of Communications/Media Officer**

A review group appointed by the Central Communications Board recommended the creation of a new communications unit. The group had consulted widely before reporting back to the Representative Body and the Standing Committee which agreed that a Director of Communications (based in Dublin) and a Media Officer (based in Belfast) should be appointed to form a unit with a brief to cover media relations, media training, internal and external communications, co-ordination of publishing, public relations, the fuller development of the Diocesan Information Officer network and the Internet.

No appointments have yet been made under these new arrangements. Mr Brian Parker was subsequently appointed on a contract for services basis to the role of Acting Press Officer.

- **European Union – Directive on Employment and Equality**

Council Directive 2000/78/EC dated 27 November 2000 established a general framework for equal treatment in employment and occupation. This prohibits any direct or indirect discrimination based on religion or belief, disability, age or sexual orientation.

The Directive is not intended to prejudice the rights of churches and other public or private organisations, the ethos of which is based on religion or belief, acting in conformity with natural constitutions and laws to require individuals working for them to act in good faith and with loyalty to the organisation's ethos.

Care needs to be exercised to avoid discrimination and unfavourable treatment in recruitment and selection processes. It is hoped to issue general guidelines in 2001 to Church organisations.

- **European Monetary Union/The Euro**

The new Euro currency will come into effect on 1 January 2002 when Euro notes and coins will be introduced into circulation and Irish punt notes and coins will begin to be withdrawn. It is envisaged that all Irish currency will be withdrawn by 9 February 2002.

Cheques drawn after 1 January 2002 in Irish currency will not be honoured by banks and cheques drawn prior to that date will only be cashed if presented for payment not later than 8 February 2002.

With effect from 1 January 2002 the RCB will convert all Irish currency balances into Euro values and henceforth issue stipends, pensions etc in Euros. Planning details and advice will be issued to clergy, parishes and dioceses in mid 2001 but, in the

meantime, it is recommended that all should carry out a general review of their financial procedures to identify areas that may be affected by the introduction of the new currency. For example, it may be prudent to encourage subscribers to increase the nominal number of Euros to the equivalent in the old currency (ie IR£5 should be replaced by €6.35 to maintain the existing value of the donation or subscription using the fixed exchange rate of €1 = IR£0.787564). Otherwise, subscriptions, standing orders etc may be converted on a 1:1 basis.

- **Auditors/Audit Committee**

The Audit Committee, consisting of four members of the Representative Body appointed by the Executive Committee, meets twice yearly with the external auditors, PricewaterhouseCoopers, in attendance.

- **Inflation Statistics (5 year review)**

Year (November)	UK (RP Index)	Republic of Ireland (CP Index)
1996	2.7%	1.9%
1997	3.7%	1.6%
1998	3.0%	2.1%
1999	1.4%	2.1%
2000	3.2%	7.0%

- **Donations and Bequests**

A full list of donations and bequests to the Representative Body for parishes, dioceses and special trusts is given at the end of this report.

- **Capital Taxes**

Reference has been made in previous reports to the various taxes, whether on capital or income, which may affect residents in the Republic of Ireland or the United Kingdom. Because of these taxes a person wishing to contribute to the Church may find it advantageous to do so by means of a capital donation.

- **Form of Bequest**

Attention is drawn to the provision contained in the Form of Bequest printed in the final pages of this report, whereby the Representative Body, as Trustee, requests permission to invest in any investments or securities whatsoever in its sole discretion. Circumstances may alter from time to time and it is desirable that there should be freedom to act in the best interests of the parochial or other fund concerned.

- **Trusts for Graves**

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

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 the balance on the General Funds Revenue Account for the year ended 31 December 2000:

	IR£
Group A – Maintenance of the Stipendiary Ministry	960,307
Group B – Retired Clergy and Surviving Spouses	893,225
Group C – Training of Ordinands	664,816
Group D – General Synod Activities	626,861
Group E – Miscellaneous Financing	75,328
	<hr/>
	3,220,537
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II. Minimum Approved Stipend

That, in accordance with Section 51 (1) of Chapter IV of the Constitution and with effect from 1 January 2002

- no stipend shall be less than £19,792 per annum in Northern Ireland or €26,609 per annum in the Republic of Ireland in the case of an Incumbent or a clergyman 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.
- the stipend for a Curate-Assistant shall be in accordance with the following scale:

<u>Year of Service</u>	<u>Annual Stipend</u>
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% "