

APPENDIX R

THE HARD GOSPEL PROGRAMME

The Hard Gospel Report gave us an overview of the life of the Church of Ireland in respect of sectarianism and other ‘living with difference’ issues. It did not attempt to set out how we might respond by undertaking a process of change as people, parishes and dioceses or as a faith community and institution.

The Hard Gospel Programme which is now proposed is a major initiative which has the potential to touch every part of the life of the Church of Ireland. It is a process of transformation which will make us more ready and able to make our contribution to the new Ireland which is rapidly evolving around us. We are the first of the major denominations to undertake such a process on a church-wide basis. The hope of our main funder is that others will follow our lead and both the Presbyterian and Roman Catholic churches are actively working on similar initiatives.

The major features of the Hard Gospel Programme are:-

- An engagement with the central processes and committees of the Church of Ireland;
- An engagement with dioceses and parishes across the Church of Ireland;
- Three pilot dioceses – north/south/cross-border – in which a programme on ‘dealing creatively with difference’ will be developed;
- Involvement with other aspects of difference such as ethnic, cultural, sexuality etc.
- Three full time staff members with part time administrative assistance.

The challenges of the Hard Gospel Programme include:-

- Developing a programme which ‘has not been done before’;
- Management of staff and of a large project;
- Accountability to external funders and to the Church of Ireland.

FUNDING OF THE PROGRAMME

**INTERNATIONAL FUND FOR IRELAND
[COMMUNITY BRIDGES PROGRAMME]**

The Hard Gospel Committee has submitted a funding application to IFI.

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- Total cost of the programme as envisaged is £561,161 stg over three years. This will have to be adjusted in the light of available resources;
- We hope that the IFI will offer a grant of at least £250,000 stg over three years;
- Funding from IFI is dependent upon our ability to generate matching funding from Church of Ireland and other resources. We shall need at least £150,000 stg over three years.

OTHER EXTERNAL FUNDERS

We are exploring relationships with external funders.

- Application for £5,000 to Awards for All;
- Discussion ongoing with Community Relations Council about support under their Small Grants Scheme.

DIRECT FUNDING FROM THE CHURCH OF IRELAND

- Standing Committee Budget: the Budget Sub-Committee has recommended an allocation of £25,000 stg for the first of the three years. This requires approval by RCB. RCB Allocations Committee will recommend approval to the full RCB.
- In-kind Funding; administration and facilities costs attributable to the Hard Gospel will be identified and charged against the costs of the programme. While these will not actually be paid by the Hard Gospel to the RCB, they can be counted as a contribution by the Church of Ireland. We expect these to amount to £10,000-20,000 stg per year for three years.

INTRODUCTION

The Hard Gospel process is the latest stage of a journey which the Church of Ireland has been undertaking since 1997. Significant points have been the Report of the Sub-Committee on Sectarianism in 1999 and the Hard Gospel Report in 2003. The Church of Ireland wishes to make a creative contribution to the new and diverse society which is emerging in Ireland, north and south. It is therefore ready, both as an institution and as people, to embark on a fundamental and ongoing process of change which will equip it for that task.

The Church of Ireland through the Hard Gospel process has therefore shown itself to be open to critical examination. Structural re-assessment has already begun and is on-going.

PURPOSE

The purpose of this project is to facilitate the Church of Ireland - one of the major Christian denominations in Ireland and one which has publicly admitted that it is 'part of

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the problem’ - to make a new contribution to hearing divisions and building more open, more inclusive communities by:-

- Devising ways of enabling the whole Church to deal positively with difference with which they have difficulty in both church and society;
- Examining current policies and practice in both central institutions and parish communities in order to bring about a coherent and concerted institutional focus on dealing positively with difference;
- Making dealing positively with difference a priority in understanding ministry and allocating time and resources.

VISION

The Church of Ireland is present and has influence throughout the island of Ireland and across a wide variety of political and cultural milieu. It recognises that it is part of, and speaks out of, a deeply divided society in Ireland, north and south. The vision of the project is to help the church to develop and embody new ways of being and enabling community in the context of a tired and often hurting society. Applying the stringent scrutiny of the Hard Gospel report to its structures, its work and its self-definition, the Church of Ireland will reshape its life and outreach in partnership with other stakeholders an the island of Ireland.

VALUES

The project will be informed by the following values:-

- That it is holistic and inclusive;
- That it promotes truth in relationships;
- That it actively promotes justice;
- That it submits itself to humility in its relationships internally and externally;
- That is recognizes its failures and learns from them;
- That it changes through engagement;
- That it listens to those defined as ‘the led’ as an expression of leadership;
- That it espouses the authority of service as a direct challenge to the assertion of power.

TWO ASPECTS

The Hard Gospel will engage with two aspects of the life of the Church of Ireland:-

An engagement with the people and the processes of the central structures, committees and agencies through which the Church of Ireland organises its life and makes its contribution to the wider society.

This will involve heart-searching and critical reflection within the Church of Ireland in the light of *'The Hard Gospel' Report*. In this process, the Church of Ireland will examine and where necessary change policy and ministry in order to both support and constructively challenge the new society which is developing in Ireland. Such change will develop over an extended period and be expressed in a number of ways. At its heart will be the radical question of whether a Christian church should allow itself to be defined by a single cultural, religious or political identity. These processes of review and re-orientation are part of the life of other institutions which are attempting to reshape their lives in Ireland today, for example in the development of education and in policing. They have also been expressed in terms of the need to 'peace-proof' our policies and our processes.

An engagement with the clergy and laity of the church at diocesan and parish levels

The purpose of this is twofold:

1. to raise awareness of the positive and negative implications and effects of the ties which bind together religious, cultural, ethnic and political identities. Such awareness will enable creative and faith-driven action in response to the challenge of building a new society in Ireland.
2. to provide knowledge and skills that will assist people to engage with a wide range of 'living with difference' issues, many of them unforeseen by previous generations.

AIMS

1. That the Church will model in its own structures and way of being, the relationships and values with regard to dealing with difference that it hopes to promote in wider Society.
2. To develop and promote policies, practices and statements of the Church of Ireland that will encourage positive and constructive relationships with those who are different in the church and wider society.
3. Recognising that the Church of Ireland is present in nearly every city, town and village across Ireland, to enhance the capability and capacity of central and local leadership to build peace in and through diversity at all levels in society.

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4. To identify best practice in 'Living with Difference' and to train members of the Church of Ireland in ways of relating more positively and enabling others to do the same.

STRUCTURE

The Hard Gospel process will engage with two aspects of the life of the Church of Ireland;

- *An engagement with the people and the processes of the central structures, committees and agencies through which the Church of Ireland organizes its life and makes its contribution to the wider society.*

This will involve heart-searching and critical reflection within the Church in the light of 'The Hard Gospel' report. In this process, the Church of Ireland will examine and, in significant areas, change its policy and ministry in order to support, critique and challenge the new society which is developing in Ireland. Such change will have at its heart the radical question of whether a Christian Church should allow itself to be defined by a single cultural, religious or political identity.

- *An engagement with the clergy and laity of the Church at diocesan and parish levels.*

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BUDGET

	Year 1	Year 1	Year 2	Year 2	Year 3	Year 3
	IFI	Col BIK	IFI	Col BIK	IFI	Col BIK
	£	£	£	£	£	£
Salaries+Prsi or nic						
Director	43,997		43,997		43,997	
Project Officer Northern Ireland	30,870		30,870		30,870	
Project officer Republic of Ireland	30,870		30,870		30,870	
Administrator	7,200		7,200		7,200	
Part time associate workers (½ day per wk for 70 wks @£100pd in 15 regions over 3 dioceses)	Nil		2,750		5,500	
CPD	1,000		1,000		1,000	
Expenses						
Travel/sub Director	1,000		1,000		1,000	
Travel/sub PO (NI)	3,000		3,000		3,000	
Travel/sub PO (Rep)	2,000		2,000		2,000	
Travel/sub Management ctte		4,000		4,000		4,000
Travel/sub Assocs (NI)	Nil		3,000		3,000	
Travel/sub Assocs (Rep)	Nil		1,500		1,500	
Admin						
Office rent, light, heat		14,000		14,000		14,000
Telephone and Postage	5,000		5,000		5,000	
Stationery and comp. supplies	2,000		2,000		2,000	
Computer equipment	2,250	5,250	Nil		Nil	
2 Laptops for Proj officers						
PR and Communications						
PR/Media Company sessions	8,000		Nil		3,000	
Material Printing	5,000		5,000		5,000	
Website dev and maintenance	4,000		Nil		Nil	
Financial Management 0.25% admin		3,600		3,600		3,600
Programme Costs						
Venue hire (meetings and training days) 55 @ £150	3,000		3,250		2,000	
Food and refreshments (meetings and training days) 55 @ £120	2,600		2,000		2,000	
Day conferences 13 @ £300	Nil		2,100		1,800	
Residential Conferences 7 @ £2,250 (each - 25 people @ £90)	15,450		Nil		Nil	
Outside trainers/facilitators Prep 3 instruments: 15 days @£400pd	2,000		4,000		Nil	
Agency Teams 4 for 4days per year @ £300pd	4,800		4,800		4,800	
External Evaluation						
Professional fees	Nil		Nil		6,000	
Production/dissem of report					200	
Subtotals	174,037	26,850	155,337	21,600	161,737	21,600
Year Totals	200,887		176,937		183,337	
Project Total			561,161			
Col BIK	70,050					
IFI	300,000					
Col + Matching	191,111					