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DUBLIN DIOCESAN SYNOD

Elected 2017

President
THE MOST REVEREND DR MICHAEL GEOFFREY St AUBYN
JACKSON
Archbishop of Dublin

The order of names of lay members is that given in the
Easter Vestry Returns

The list of Synod members was revised by the Honorary Secretaries,
on behalf of the Diocesan Councils,
and signed by the Archbishop

CATHEDRALS

Christ Church Cathedral

Dunne, Very Rev Dermot P M
(Dean)
Sines, Rev Abigail
(Dean's Vicar)

Refaussé, Raymond
Milne, Kenneth
Comerford, Barbara

St Patrick's Cathedral

Morton, Very Rev Dr William W
(Dean)
Mullen, Rev Charles W (Canon)

Parminter, Louis
Fenton, Albert
Hayes, Scott
Gill, Jennifer
Burleigh, Stephen
Kane-Carson, Pat

BENEFICES

Christ Church Cathedral Group: United Parishes of St Andrew, Grangegorman, St Michan, St Paul, St Mary, St Werburgh

Pierpoint, Ven David A
(Vicar) (Archdeacon)
Styles, Rev Ross

Gorman, Helen
Carey, Anthony
Dawson, Paul

St Ann and St Mark with St Stephen

Gillespie, Rev David I (Canon)

Vincent, Arthur
McCrodden, Peter
Morrow, Ruby

St Bartholomew with Christ Church (Leeson Park)

McCroskery, Rev Andrew (Canon)

Ferguson, Traudi
Farrell, Barry
Slattery, John

Booterstown and Blackrock (Carysfort) with Mt. Merrion

Wharton, Rev Gillian V (Canon)

Teggin, Quentin
Morris, Stephanie
McWilliam, Michael

Bray

Stanley, Rev Baden T

Reynolds, Carol
Harte, Sheelagh
Mulligan, Ann
Jones, Lina
English, Cathy
Fortune, Arthur

Bray Crinken (St James)

Stevenson, Rev Trevor

Gardiner, Stephen
Ellis, Andrew
Scargill, Geoff

Castleknock and Mulhuddart with Clonsilla

Houston, Rev W Paul (Canon)

Neary, Bernard
Hutchinson, Gladys
Good, Olive
Kelly, Alan
Fleeton, Liz
Tutty, Margaret

St Catherine and St James with St Audoen

Gardner, Rev Mark D (Canon)

Hackett, David
Lawton, Margaret
Vacant

Clondalkin and Rathcoole

Rufli, Rev Alan J

Armstrong, Sylvia
Pardoe, Margaret
O’Callaghan, Barbara

Clontarf

Robinson, Rev E C Lesley

Rowden, John
Robinson, Nicole
Adamson, Albert

St Columba’s College

Owen, Rev Daniel J

Redmond, Brian
Swift, Ronan
Sherwood, David

C.O.R.E.

Heaslip, Rev Eoghan

Ryan, Olive
Moore, Sam
Wishwas, Sumir

Crumlin and Chapelizod

Noble, Rev Ruth

Heasley, Lavinia
Weekes, Les
Rusk, Shona

Dalkey

Hayes, Rev Bruce J

Deverell, Dermot
Tarleton, Don
Miller, John

**Donnybrook with St Matthew,
Irishtown**

Marchant, Rev John B
(Bishop’s Curate)

Little, Ivan
Bell, Jonathan
Vacant

**Drumcondra, North Strand and
St Barnabas**

Bunting, Rev E Garth

Denner, Jean
Forbes, James
Freemen, Brian

**Dún Laoghaire (Christ Church
and Mariners’)**

Ólafsdóttir, Rev Ása B

O’Brien, Bruce
Wynne, Stephen
Woulfe-Flanagan, Terence

St George and St Thomas

Under Diocesan administration

Glenageary

Dowd, Rev Garfield G

Webb, Michael
Heseltine, Mary
Wayman, Sheila

**Holmpatrick and Kenure, with
Balbriggan and Balrothery**

Kelly, Rev Anthony

Phillips, Hillary
Plant, Linda
Hicks, Roy

Howth

Brew, Rev W Kevin M (Canon)

Headon, Denis
Wren, Garrett
Vacant

Immanuel Church

Martin, Rev David R

Bridcut, Hazel
Wray, Chris
Cunningham, Jane

Killiney (Ballybrack)

Olhausen, Rev Dr William

Doyle, Alistair
Olhausen, Tanya
Crampton, Ronnie

Killiney (Holy Trinity)

Hastings, Rev Gary (Canon)

Millar, David
Purser, Lewis
Hurley, June

Kill o' the Grange

Breen, Rev Alan

Darling, James
Jackson, Fred
Williams, Mary

Kiltarnan

Clements, Rev Rob

Maxwell, Nick
White, Mary
Kennedy, Caroline

The King's Hospital

Campion, Rev Canon Peter R (Precentor)
(Chaplain)

Aiken, John
Rafter, John
Vacant

Mageough Home Chapel

Kingston, Rev Robert G

Banks, Joanna
Marsden, William
Strong, Audrey

Malahide Union and St Doulagh

Gamble, Rev Dr Norman E C

Barker, Patricia
McAllister, Kenneth
Warburton, Nigel

Monkstown

Byrne, Rev Roy H (Precentor)

Duncan, Valerie
Oldham, Elizabeth
Kirker, Wendy

Raheny with Coolock

McCausland, Rev Norman

Puirséill, Séamus
Torgensen, Alice
Basdeo Kelly, Sharee

Rathfarnham

Galligan, Rev Adrienne (Canon)

Forsdyke, Joan
Middleton, Philip
Storey, Lynn
Daley, Philip
Mahon, Sam
Whyte, David

Rathmichael

Vacant

Senior, Caroline
Perrin, Geoffrey
Thompson, Anne

Rathmines with Harold's Cross

Jones, Rev Robert D

Lewis, Edward
Kirk, Cecil
Henderson, Isobel
Somerville, Ritchie
Pullen, Gordon
Switzer, Derek

Sandford with Milltown

Gyles, Rev Sonia O (Canon)

Richards, Graham
McMahon, Helen
Potterton, Ruth

Sandymount (St John)

Barlow, Rev Paul

Vacant
Vacant
Vacant

Santry and Glasnevin with Finglas

Oxley, Rev David W (Canon)

Patton, Alan
Gray, Brian
Macaulay, Donald

Stillorgan with Blackrock

Gallagher, Rev Ian

Shaw, Malcolm

Prole, Aileen

Orr, Michael

**Swords, Clonmethan and Kilsallaghan
with Donabate and Lusk**

Phair, Rev Neal

McQuinn, Eleanor

Vincent, Stephen

Minto, Niall

Tallaght

Deverell, Rev William R H (Canon)

Fryday, Laura

Harley, David

Hutchinson Edgar, David

Taney

Warren, Rev Robert (Canon)

Pierpoint, Rev Nigel

Brooks, Roger

Eggers, Carol

Masterson, Harry

Drury, Fionnuala

Shearer, Kate

Rafter, Ivan

Connor, Peter

Rutledge, Heather

McDowell, Neville

Tullov

Tanner, Rev L John

Rhodes, Alan

Bowes, James

Cooper, Barbara

Whitechurch

McKinley, Rev A Horace N (Treasurer)

Hislop, Harold

Hughes, Ruth

Gaskin, Ruth

Zion Church (Rathgar)

Farrell, Rev Stephen A

Wann, Deirdre

Forrest, Andrew

Healion, Margaret

GLENDALOUGH DIOCESAN SYNOD

Elected 2017

President

THE MOST REVEREND DR MICHAEL GEOFFREY St AUBYN
JACKSON

Archbishop of Dublin and Bishop of Glendalough

The order of names of lay members is that given in the
Easter Vestry Returns

The list of Synod members was revised by the Honorary Secretaries,
on behalf of the Diocesan Councils, and signed by the Archbishop

CATHEDRAL

Christ Church Cathedral

Dunne, Very Rev Dermot P M
(Dean)

Wynne, David
Revington, Carol
Mulligan, Alan

BENEFICES

Arklow, Kilbride and Inch

Sherwood, Rev Nigel J W (Canon)

Paul, Rosemary
Collier, Frances
O'Malley, Patricia

Athy, Kilberry and Fontstown

Donohoe, Rev Olive M R

Lazenby, Jennifer
Elder, Shelagh
McDougald, John

Blessington and Kilbride with Hollywood and Ballymore

Ruddock, Rev Leonard W (Canon)

Murphy, Tom
Cook, Paddy
O'Brien-Corry, Lisa

Castlemacadam with Ballinaclesh

Vacant

Middleton, Bruce
Purser, Helen
Agar, Sadie

Celbridge and Straffan with Newcastle-Lyons

Neill, Rev Stephen

Moody, Robert
Hardy, Tom
McMaster, Geoffrey

Delgany

Waugh, Rev Nigel J W

Donoughmore and Donard with

Dunlavin

O’Raw, Ven Neal (Archdeacon)

Dunganstown, Redcross and Conary

Heaney, Rev J Roland (Canon)

Greystones

Mungavin, Rev David S (Chancellor)

Leixlip and Lucan

Peoples, Rev J Scott

Narraghmore and Timolin with

Castledermot and Kinneagh

Vacant

Newcastle and Newtownmountkennedy

with Calary

Bennett, Rev William L

Powerscourt with Kilbride, Bray

Hallisey, Rev Cathy

Rathdrum and Derralossary with

Glenealy

O’Reilly, Rev Brian M

Wicklow with Killiskey

Kinlead, Rev John (Jack) A H

Rue, Rev Ken

(Assistant Priest)

Glanville, Brian

Symmons, Ed

Beck, Julie

Allen, Edward

Hanbridge, Patricia

Fisher, Ruth

Alexander, Henry

Johnson, Joy

Burke, Charles

Feldwick, Patricia

Handy, Ruth

Connolly, Frank

Golden, Scott

Crean, Karen

Dungan, Keith

Cooper, Inez

Pasley, Naomi

White, Gordon

Hendy, Philip

Gillatt, Avril

Treacy, Sylvia

Norse, James

Watchorn, Melanie

Neilson, Derek

Cameron, Judy

Roe, Joyce

Fraser, Rachel

Kilroy, Leo

Regan, Tony

Faull, Nicola

Daunt-Smyth, Stuart

Phillips, Penny

Yennusick, Thomas

Patton, Jonathan

McDonald, Stephanie

Hall, Edgard

OTHER CLERICAL MEMBERS

Clergy holding Licences to officiate or preach in the Dioceses at large, and for whom no Parish, Church or Chapel in the Dioceses shall be entitled to return Synod members (2017-2020)

Brunn, Rev Steve
Dean of Residence, Trinity College, Dublin

Daly, Rev Bernadette T

Elliott, Rev Maurice J (Canon)
C of I Theological Institute

Empey, Rev C Adrian (Canon)
Chaplain – Brabazon

Jones, Rev. Robert D
Chaplain – Dublin Institute of Technology

McGlinchey, Rev Patrick G
C of I Theological Institute

OTHER ARCHIEPISCOPAL APPOINTMENTS

Evans, Scott
Lynch, Olwen
Plant, Hilda
Lilburn, Rev Terry
Tanner, Rev John

Chaplain U.C.D.
Chaplain Beaumont Hospital
Chaplain St Vincent's Hospital
Chaplain Mater and St Vincent's Hospitals
Hospital Chaplain

**MEMBERS ELECTED BY THE LAY MEMBERS OF THE DIOCESAN
COUNCILS TO THE DIOCESAN SYNODS UNDER SECTIONS 10 AND
11 OF CHAPTER 2 OF THE CONSTITUTION**

Appleyard, Douglas
Armstrong, J Victor
Byrne, Jennifer
Caird, David N
Chambers, Charles
Condell, Ron
Denton, Michael J
Deverell, Amy
Evans, Scott
Fennelly, Ken
Fromholz, Greg
Goodwin, William S

Halliday, Blair
Heggie, Sylvia
Hillis, J Paul
MacCann, Lyndon
McGuinness, Catherine
McKinley, Philip
Neill, Robert S
O’Keefe, John
Perdue, Joyce
Read, Terence O
Ritchie, David
Rooke, Peter

NON-STIPENDIARY MINISTERS IN THE DIOCESES

Alcock, Rev Terry
Baker, Rev Charles E
Bennett, Rev Avril E J
Ginnelly, Rev Yvonne
Harris, Rev Suzanne S H
Heaney, Rev Michael R
Lew, Rev Henry E A

Lilburn, Rev R I Terence
Marshall, Rev Robert D
O’Connor, Rev Martin
O’Farrell, Rev Ann-Marie
Shine, Rev Aisling A (Canon)
Stratford, Rev Niall R
West, Rev C Cecily

SELF SUPPORTING MINISTERS IN THE DIOCESES

Conroy, Rev Kevin
Guildea, Rev Rebecca

Lodge, Rev Prof Anne
O’Brien, Rev Tom

CLERICAL CHANGES (STIPENDIARY) since the last Report

INSTITUTIONS:

Rev Catherine Hallissey	Incumbency of Powerscourt with Kilbride, Bray	01.03.19
Rev Neal D S Phair	Incumbency of Swords & Donabate	01.05.19

APPOINTMENTS:

Rev Neal J O'Raw	Archdeacon of Glendalough	07.10.18
Rev Nigel Waugh	Rural Dean of North East Glendalough	01.03.19
	Acting Rural Dean of West Glendalough	08.03.19
Rev Andrew McCroskery	Canon of Christ Church Cathedral	31.03.19
Rev David W Oxley	Canon of St Patrick's Cathedral	24.03.19

RESIGNATIONS & RETIREMENTS:

Rev Canon Frederick Appelbe	from Incumbency of Rathmichael	28.02.19
Rev Catherine Hallissey	from Curate Assistant Taney	28.02.19
Rev Canon Leonard Ruddock	as Rural Dean of West Glendalough	31.12.18
Rev Martin O'Kelly	from Curate Assistant Bray	03.06.19
Rev Elaine Dunne	Licenced Clergy	01.06.19
Rev Ruth O'Kelly	from Curate Assistant Rathfarnham	15.09.19

OBITUARY:

Rev Canon Robert John E F B Black	18.09.18
Rev Canon Robert Jennings	03.09.18
Rev Graham Jones	08.12.18
Very Rev Ernon T Perdue	10.12.18
Rev Robert Lawson	24.01.19
Very Rev Philip Knowles	02.07.19
Rev Robert Marsden	09.07.19
Rev Canon Raymond Smith	19.07.19

DIOCESAN LAY READERS

Acheson, Mark
Armstrong, Sylvia
Black, Victor
Bowyer, Mark
Boyle, Thea
Byrne, Peter
Caird, Elizabeth
Casey, Carol
Connolly, Frank
Croly, Michael
Dean, Gillian
Doyle, Alistair
Drury, Fionnula
Evans, Scott
Fair, Rosemary
Forsdyke, Dr Joan
Gardiner, Dr Stephen
Gorman, Helen
Graves, Hazel
Gyves, Ruth
Halliday, Blair
Harvey, Daphne
Healion, Margaret
Healy, Tom
Hendy, Philip
Hill, Scott
Keatinge, Trilly
Kilbey, James

King, Bill
King, Thelma
Kirk, Joan
Lang, Cynthia
Lewis, Edward
Mackey, Ernest
McMaster, Geoffrey
Meyer, Harry
Moody, Myra
Obe, Stella
O'Brien Corry, Lisa
O'Callaghan, Barbara
Patterson, Addy
Phillips, Richard
Raab, Uta
Rea, David
Reynolds, David
Rhodes, Alan
Rusk, Shona
Sheahan, Brendan
Singleton, Derek
Taylor, Jackie
Tindal, Caroline
van Embden, Bert-Jan
Williams, Dr David
Woods, Bernard
Young, Irene

RETIRED DIOCESAN READERS

Bass, Ron
Heard, Ruth
Kidd, Golding
Smith, Audrey
Vincent, Berkeley
Winterbotham, Angela

HONORARY SECRETARIES OF THE SYNODS
(Elected by the 2017 Synods for three years)

DUBLIN

Tanner, Rev John
Perrin, Geoffrey (resigned 01.07.19)

GLENDALOUGH

Neill, Rev Stephen
Neilson, Derek

Elections by the 2017 Synods for three years

The following names are listed in order of votes received except where, through a shortage of nominations, no election was necessary, and in such cases they are listed in alphabetical order.

EPISCOPAL ELECTORAL COLLEGE (Diocesan Representatives)

Clerical

Wharton, Rev Canon Gillian V
Morton, Vey Rev William W
Farrell, Rev Stephen A
Mungavin, Rev Canon David
Olhausen, Rev Dr William
Gyles, Rev Canon Sonia O
Jones, Rev Robert
Galligan, Rev Canon Adrienne
Bunting, Rev Garth
Pierpoint, Ven David A
McCausland, Rev Norman
Elliott, Rev Canon Dr Maurice

Lay

Milne, Kenneth
Perrin, D. Geoffrey
Neill, Robert
McGuinness, Mrs Justice Catherine
Handy, Ruth
Caird, David N
Webb, Michael J T
Dungan, Keith
Richards, Graham C
Hendy, Philip
Vincent, Arthur C
Scargill, Geoff

Supplementalists

Dunne, Very Rev Dermot P M
Dowd, Rev Gary
Ruddock, Rev Canon Leonard
Breen, Rev Alan
Clements, Rev Rob
Shine, Rev Canon Aisling

Supplementalists

Kilroy, Leo

COMMITTEES OF PATRONAGE
(Diocesan Nominators)

DUBLIN

Wharton, Rev Canon Gillian V
Morton, Vey Rev William W
Gyles, Rev Canon Sonia
Farrell, Rev Stephen
Perrin, D Geoffrey (resigned 01.07.19)

Supplementalists

Pierpoint, Ven David A
Tanner, Rev John
Byrne, Rev Canon Roy H
McCausland, Rev Norman

GLENDALOUGH

Kinthead, Rev Jack
Neill, Rev Stephen
Ruddock, Rev Canon Leonard
Dungan, Keith
Lilburn, Rev Terry

Supplementalists

Wynne, David
Rue, Rev Ken
O'Reilly, Rev Brian
O'Raw, Ven Neal

GENERAL SYNOD REPRESENTATIVES

DUBLIN

Clerical

Morton, Vey Rev William W
Wharton, Rev Canon Gillian V
Farrell, Rev Stephen A
McCausland, Rev Norman
Tanner, Rev L John
Olhausen, Rev William
Brew, Rev Canon Kevin
Gyles, Rev Canon Sonia O
Bunting, Rev Garth

Campion, Rev Canon Peter
Gillespie, Rev Canon David I
Galligan, Rev Canon Adrienne
Jones, Rev Robert
McKinley, Rev Canon A Horace
Elliott, Rev Canon Dr Maurice
Dunne, Very Rev Dermot P M
Dowd, Rev Gary
McCroskery, Rev Canon Andrew

Supplementalists

Pierpoint, Ven David A
Stevenson, Rev Trevor
Byrne, Rev Canon Roy

Breen, Rev Alan
Robinson, Rev Lesley
Clements, Rev Rob

Lay

Appleyard, Douglas S
Burns, Jane
Caird, David
Campbell, Desmond
Cromer, June E
Doyle, Alistair
Duncan, Valerie
Evans, Scott
Fenton, Albert
Fromholz, Gregory M
Gorman, Helen
Graham, Sylvia
Halliday, Blair
Healion-Campbell, Margaret
Heasley, Lavinia
Heseltine, Mary
MacCann, Lyndon JW
McKinley, Philip

McNeile, Andrew
Middleton, Philip
Miller, John B
Morris, Stephanie
Obe, Stella T
Perrin, D Geoffrey
Plant, Linda
Richards, Graham C (Canon)
Rooke, Peter
Rusk, Shona
Scargill, Geoffrey
StLeger, Hugh
Webb, David
White, Mary E
Whyte, David
Williams, David
Williams, Mary
Woulfe-Flanagan, Terence

Supplementalists

None

GLENDALOUGH

Clerical

Neill, Rev Stephen
Rountree, Ven Ricky B

Ruddock, Rev Canon Leonard
Donohoe, Rev Olive

Supplementalists

Kinthead, Rev Jack

Lilburn, Rev Terry

Lay

Alexander, Henry J W
Neill, Robert S
Neilson, Derek
Woolmington, James

McMaster, Geoffrey W
Hendy, Philip
Kilroy, Leo
Connolly, Frank

Supplementalists

Mulligan, Alan
Golden, Scot

Middleton, Bruce

MEMBERS OF THE REPRESENTATIVE CHURCH BODY

(One representative elected annually by the Synods)

Neill, Robert S – elected in 2016 for three years

Perrin, D. Geoffrey – elected 2017 for three years

Pierpoint, Ven David A – elected in 2018 for three years

DIOCESAN TRUSTEES

The Archbishop of Dublin

DUBLIN

Hewat, Richard

Perrin, Geoffrey

Webb, Michael

GLENDALOUGH

Greenlee, Derek

Harrison, Peter

Seaman, David

DIOCESAN REPRESENTATIVE on the BOARD of the CHURCH OF IRELAND YOUTH DEPARTMENT

(Appointed by the Archbishop for 2017 – 2019 Triennium)

Rev Ruth Noble

DIOCESAN COURTS

(Elected 2017 for three years)

Chancellor (appointed 1999): The Hon Mrs Justice Catherine McGuinness

Clerical

Lay

DUBLIN

Dunne, Very Rev Dermot P M

Marshall, Rev Robert D

Olhausen, Rev William

MacCann, Lyndon J W

Richards, Graham C

Graham, Alan

GLENDALOUGH

Dunne, Very Rev Dermot P M

Rountree, Rev Ricky B

Mungavin, Rev Canon D S

Felton, Mark D

Greenlee, Derek H

Harrison, Peter S

MEMBERS OF THE DIOCESAN COUNCILS

(Elected by the 2017 Synods for 3 years)

DUBLIN

Clerical

Pierpoint, Ven David A
(Ex-Officio)
Wharton, Rev Canon Gillian V
Gyles, Rev Canon Sonia O
McCausland, Rev Norman
Morton, Very Rev William W
Olhausen, Rev Dr William
Jones, Rev Robert
Tanner, Rev John
Galligan, Rev Canon Adrienne
Brew, Rev Canon Kevin M
Dunne, Very Rev Dermot P M

Lay

Appleyard, Douglas S
Bell, Jonathan
Caird, David N
MacCann, Lyndon J W
Milne, Kenneth
Perrin, D Geoffrey (resigned 01.07.19)
Rooke, Peter
Rusk, Shona
Scargill, Geoff
Teggin, Quentin
Vincent, Arthur C
White, Mary E
Williams, Mary E
Woulfe-Flanagan, Terence

GLENDALOUGH

Clerical

O'Raw, Ven Neal
(Ex-Officio)
Donohoe, Rev Olive
Lilburn, Rev Terry
Mungavin, Rev Canon David S
Ruddock, Rev Canon Leonard

Lay

Chambers, Charles
Hendy, Philip T R
Kilroy, Leo
Mulligan, Alan
Neilson, Derek
Wynne, David

= **Hon. Secretaries**

Under 35's co-opted for the Triennium

Clerical

Farrell, Rev Stephen A
Kinhead, Rev Jack

Lay

Basdeo Kelly, Sharee

Supplementalists

DUBLIN

Clerical

Dowd, Rev Gary
Shine, Rev Canon Aisling
Bunting, Rev Garth
Gillespie, Rev Canon David

Lay

None

GLENDALOUGH

Clerical

None

Lay

None

**DIOCESAN REPRESENTATIVES on the GENERAL SYNOD
BOARD OF EDUCATION 2019/2022**

Clerical

Olhausen, Rev William

Lay

Rusk, Shona

RURAL DEANS

DUBLIN

ST ANN (St Ann with St Stephen; St Bartholomew with Christ Church, Leeson Park; St Catherine and St James with St Audoen; Donnybrook with St Matthew, Irishtown; CORE; Rathmines & Harold's Cross Union; Sandford with Milltown)
Rev Canon Andrew McCroskery
12 Merlyn Road, Ballsbridge, Dublin 4.

FINGAL (Clontarf; Holmpatrick with Balbriggan; Howth; Malahide; Raheny with Coolock; Swords with Donabate)
Rev Lesley Robinson
The Rectory, 15 Seafield Road West, Clontarf, Dublin D03NX77

ST MARY (Castleknock & Mulhuddart with Clonsilla; Christ Church Cathedral Group of Parishes; Christ Church Cathedral; Drumcondra; St George & St Thomas; The King's Hospital; Santry & Glasnevin with Finglas)
Rev Canon William P Houston
Castleknock Rectory, 12 Hawthorn Lawn, Castleknock, Dublin 15.

MONKSTOWN NORTH (Booterstown with Mount Merrion; Dun Laoghaire; Glengageary; Monkstown; Stillorgan with Blackrock)
Rev Ian Gallagher
The Rectory, St Brigid's, Church Road, Stillorgan, Co. Dublin.

MONKSTOWN SOUTH (Dalkey; Holy Trinity, Killiney; Killiney, Ballybrack; Kill O'The Grange; Tullow)
Rev John Tanner
Tullow Rectory, Brighton Road, Carrickmines, Dublin 18.

TANEY (Clondalkin & Rathcoole; Crumlin with Chapelizod; Lucan/Leixlip; Rathfarnham; Tallaght; Taney; Whitechurch; Zion; St Columba's College)
Rev Canon Adrienne Galligan
Rathfarnham Rectory, 41 Rathfarnham Road, Terenure, Dublin 6W.

RURAL DEANS (continued):

GLENDALOUGH

NORTH EAST GLENDALOUGH (Bray; Bray Crinken; Delgany;
Greystones; Kilternan; Newcastle & Newtownmountkennedy with
Calary; Powerscourt with Kilbride (Bray); Rathmichael)
Rev Nigel Waugh
8 Elsinore, Delgany, Greystones, Co Wicklow.

SOUTH EAST GLENDALOUGH (Arklow, Kilbride and Inch;
Castlemacadam with Ballinaclesh; Dunganstown & Redcross with
Canary; Rathdrum with Glenealy; Wicklow with Killiskey)
Rev Jack Kinhead
The Rectory, Brickfield Lane, Wicklow, A67 Y478.

WEST GLENDALOUGH (Athy Union; Blessington Union; Celbridge &
Straffan with Newcastle-Lyons; Donoughmore & Donard with
Dunlavin; Narraghmore with Castledermot)
Rev Nigel Waugh (Acting Rural Dean)
8 Elsinore, Delgany, Greystones, Co Wicklow.

SECRETARY TO THE DIOCESAN SYNODS and COUNCILS

Sylvia A Heggie. Email: admin@dublin.anglican.org
Assistant Secretary: **Vicki Hastie.** Email: office@dublin.anglican.org

The Diocesan Office
Church of Ireland House
Church Avenue
Rathmines
Dublin 6

Tel: 01 4966981
Email: secretary@dublin.anglican.org

DIOCESAN COMMUNICATIONS OFFICER

Mrs Lynn Glanville

Mobile: 087 2356472
Email: dco@dublin.anglican.org

Diocesan Website:

www.dublin.anglican.org

DIOCESAN GLEBES ARCHITECT

Peter C Roberts, B. Arch., M.R.I.A.I., R.I.B.A., Dip. Arch.Tech.

6 Clarinda Park North
Dun Laoghaire
Co. Dublin

Tel: 01 2807364
Fax: 01 2841913
Email: peter@pra.ie

DIOCESAN (and PROVINCIAL) REGISTRAR

Rev Stephen A Farrell

The Diocesan Office
Church of Ireland House
Church Avenue
Rathmines Dublin 6

Tel: 01 4922365
Email: registrar@dublin.anglican.org

Deputy Diocesan Registrar: **Rev Robert Marshall**

DIOCESAN REGULATOR for SAFEGUARDING TRUST

Mrs Olive Good

43 Brookhaven Grove
Blanchardstown, Dublin 15

Mobile: 087 2451310
Email: olivecgood@gmail.com

MEMBERS OF COMMITTEES ELECTED BY THE DIOCESAN COUNCILS

(elected in December 2017 for three years)

GLEBES & FINANCE

Ex-Officio

The Archbishop *
Pierpoint, Ven David A
Ruddock, Rev Canon Leonard
Tanner, Rev John
Caird, David N
Neilson, Derek

Elected

Morton, Very Rev William
Mungavin, Rev Canon David
Vincent, Arthur
Appleyard, Douglas
Woulfe-Flanagan, Terence
Kilroy, Leo

* = Chairperson

PAROCHIAL ORGANISATION & DEVELOPMENT

Ex-Officio

Pierpoint, Ven David A *
Ruddock, Rev Canon Leonard
Tanner, Rev John
Caird, David N
Neilson, Derek

Elected

McCausland, Rev Norman
Mungavin, Rev Canon David
White, Mary
Wynne, David

DIOCESAN COMMUNICATIONS COMMITTEE

Milne, Kenneth (Chairman)
Waugh, Rev Nigel J W
Refaussé, Raymond
O'Raw, Ven Neal
Glanville, Lynn

REPORT of the DIOCESAN COUNCILS of DUBLIN and GLENDALOUGH to the 2019 DIOCESAN SYNODS

With thankfulness for the guidance of the Holy Spirit on their deliberations, the Diocesan Councils present this Report of their proceedings for the year ended 31st August 2019, together with the Financial Statements for the year ended 31st December 2018, to the third meeting of the 50th Diocesan Synods.

This report is intertwined with individual reports from various bodies who report to Diocesan Councils.

The late Rev Graham Jones: Sadly, the Councils have to report the death in service of a Diocesan priest. Following a legal career Graham was ordained a priest in October 2018. Graham was diagnosed with cancer in 2016 while he was an ordinand in the Church of Ireland Theological Institute. Unfortunately Graham endured periods of ill health and quite unexpectedly died on 8th December 2018. To Graham's wife Louise, and his young children Rebecca, Amelia, Grace and Romy, the Councils extend their deepest sympathy.

Personnel changes: The Councils extend a very warm welcome to Ms Vicki Hastie who joined the Diocesan Office staff just before their meeting in June. Vicki comes with invaluable experience from her work with the RCB. The Councils would like to record their gratitude to Jennifer Byrne for all her hard work and dedication to these United Dioceses over the past eight years.

MINISTRY TO YOUNG PEOPLE

CHILDREN'S MINISTRY

We often hear parishioners say that 'children are the future of the Church'! Logically they are, but critically they are also the church of Today! The assumption that children will 'return to their church' after a period of pushing back against rituals and structures of their religious upbringing has become a presumption. We, as a United Dioceses, can no longer be complacent about the central priority of children's ministry, just as we cannot take for granted the access and comprehensive involvement we currently enjoy in primary schools. Already some parents are pushing back against the Christian ethos of our parish primary schools. The window of opportunity for parishes to be actively and transformatively involved in the faith development of our children's school and even parish ministry is already closing. The decline of Sunday schools in many parishes is indicative of a major cultural shift within parish communities.

However, there are some chinks of light still shining – Messy Church, the top-level training and talents of the Children’s Ministry Network and the Building Blocks Conference are just some examples. Again, these should not be taken for granted but rather nurtured, resourced, and actively encouraged.

The decision to cancel this year’s D&G Kids Camp was very difficult. The camp has run for many years and even though the numbers had been relatively low in recent years, we were very much looking forward to building the camps again. Each year we have struggled to meet our minimum numbers needed for the camp to run successfully. However, this year we only had eight applications. Contacting the families of each one of the children to tell them the camp was cancelled was not easy. These are children who had already looked forward excitedly to catching up with friends, and making new ones, who had heard from others the experiences of fun, fellowship and faith development.

So where did it all go wrong? There are a number of possible explanations, a large number of sixth class pupils last year, busyness of summer, but essentially the underlying problem is that we both individually and collectively as a Dioceses did not try hard enough. We presumed it would all work out grand; there would always be a camp...because... there always has been! Regrettable though the cancellation is, it is perhaps a wake-up call as to what exactly we need to be doing as a United Dioceses for the faith development of our children. We have wonderful, talented and enthusiastic young leaders available. We have a really well-run Diocesan Schools Service. We have excellent child protection training and resources and we have a network of very talented Children’s Ministry Advisors from all over the Church of Ireland.

As I have reflected on these things in recent weeks I have realised that I too made assumptions and presumptions. A passionate desire to see children transformed by a living encounter with God is not enough; we need absolute prioritisation of our children’s and youth ministry. The window of opportunity is closing; we need new creative and innovative ways of engaging our children with the wonder and the unconditional love of God. And we need new leadership in this area who will not be limited by assumption and presumption but will be freed up to start fresh and develop new and sustainable models of Children’s Ministry. With all this in mind I have resigned from my role as Diocesan Children’s Advisor. It has been an honour to serve (somewhat intermittently) over the past five years. I wish the new advisor every blessing as the incredible opportunities ahead are explored and embraced.

Rev Baden Stanley

DUBLIN & GLENDALOUGH YOUTH COUNCIL (DGYC)

Dublin and Glendalough Youth Council

Rev Lesley Robinson (Chairperson)
Susie Keegan (Diocesan Youthwork Co-ordinator)
Rev Ruth Noble
David Caird
Rev Jack Kinkead
Rev Alan Breen
Elke Koker
Lynn Glanville (Diocesan Communication Officer)
Jonathan Byford
Rev Abigail Sines

Contact Details

E-mail: dgyc.office@gmail.com
Phone: 0879444557
Websites: <https://www.facebook.com/coidgyc/>

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.

This work is focused on supporting parishes – the clergy, youth workers and young people – in encouraging and developing the faith of our young people as well as organising some events centrally, e.g. Pre-Confirmation workshops.

Personnel changes

Rev Ruth Noble has stepped down as Chairperson of the DGYC committee. Ruth has done an incredible job in that role over the past number of years, including overseeing the appointment of Susie Keegan as Diocesan Youth Co-Ordinator and acting as her line-manager. We thank Ruth for all her work and are delighted that we will continue to benefit from her support and advice on the committee.

We are pleased to welcome Rev Lesley Robinson into the role of chairperson and Susie's line manager. Rev Jack Kinkead has replaced Lesley as recording secretary to the committee.

The committee would like to pay a special tribute to the late Rev Graham Jones. Despite his illness, Graham was instrumental in many things during his time on the Youth Council committee, particularly in producing the role profile for the post Susie now holds. We were blessed by his passion and enthusiasm and uphold his family in prayer following his untimely death.

Pre Confirmation Workshops

In order to offer more flexibility and achieve greater participation, this year the Pre-Confirmation Days were reduced to two-hour workshops which still provided prioritised quality teaching content. This proved very successful as it was easier for parishes to gather their confirmation candidates together on a weekday evening rather than a weekend.

Workshops were held regionally in Arklow (19 participants), Clontarf (32 participants) and Wicklow (18 participants), and the young people appreciated the fast-paced activities and high level of interaction. Susie facilitated them in considering the promises that they would make at their confirmation and to understand the depth of responsibility they would be taking on. They also looked at how they could live out their faith in their daily lives.

Rural Deaneries

Susie has continued to support youth work in the Rural Deaneries throughout the United Dioceses. Arklow, Inch and Kilbride is an example of a parish grouping that consulted with Susie and has subsequently held a number of youth group evenings which Susie helped to facilitate.

Archdeacon O’Raw invited Susie to Donoughmore, Donard and Dunlavin Parish group to speak about the current landscape regarding young people and church. It was an honest conversation which encouraged dialogue on this important topic.

Youth Leader Training

CIYD hosted Tom Tate from WhyMind to facilitate a day on Mental Health First Aid. It was a full, informative day where those gathered really benefitted from the information provided.

Steve Grasham of CIYD runs Aurora; a Youth Ministry Certificate Course, currently entering its third year. Steve invited Susie to come to the group and take part of a module examining social media; how to balance and be mindful of it. The afternoon was a conversation amongst students regarding youth work and how to engage with young people in their parishes. It was also a space for people to talk about the frustrations they may have with regard to youth work.

Over the last year Susie has been asked to run a number of communication and leadership seminars for young leaders and youth groups. One of these was a communication workshop with a group of leaders from various churches who wanted help putting talks together.

St Catherine’s Church invited Susie to talk with its youth leaders about developing healthy boundaries. She has since been asked to run a mental health workshop with the Summer interns in St Catherine’s Church.

Momentum Ireland has been running for two years now with 100 participants in the first year and a 130 in the second year. This conference is a big collaborative project involving several different organisations; Innovista, Tearfund, The Bishops Conference, The Office of Evangelisation and Ecumenism, CIYD, Methodist Church, Scripture Union Ireland, Christ in Youth and Youth for Christ. This weekend is designed to excite, equip and encourage both experienced and new youth leaders (paid and volunteers) in the work they are doing. Momentum not only gives them tools for youth work but also equips them to take care of themselves too.

All-Island Events

The CIYD Christmas Party was once again held in Clontarf Parish again with Rev Lesley Robinson acting as host. This year Simon Henry from CIYD spoke at the service in the Church and there was a wonderful family band. Following the service, there was food, games, a disco (with DJ Susie Keegan!) followed by a DVD.

Two young people from Kill o' the Grange Parish represented the dioceses at the CIYD's second Youth Forum in January. This event is about the voice of young people positively affecting change. The objective of the day was to debate issues affecting young people, to encourage and support youth participation, to facilitate change and to support young people on their spiritual journey. It was a great day and a great overall turnout. We hope that more young people from the dioceses will participate next year.

Susie ran and hosted a venue called The Hatch at Summer Madness along with a superb team of helpers. This venue was commissioned by Summer Madness as an alternative worship venue, providing a space for some young people who may have felt overwhelmed by the 'bigness' of festivals. Sometimes, high energy activities are prioritized, because it is assumed that young people want that kind of activity. However, it is becoming more apparent that many young people need a place to decompress, and The Hatch served precisely this purpose. This year we looked at how the creative arts can help mental health, with workshops and seminars built around that theme. Illustrated faith, drama, songwriting, mental health tools and aids, art therapy, poetry and even magic were on the timetable and the facilitators were talented, creative, vulnerable and open. To see such a small venue packed out showed that our young people are seeking information and help.

Conclusion

The DGYC committee would like to thank Susie Keegan for all her hard work, skill and dedication. There are some new ideas in the pipeline for more localised, regional youth ministry, so watch this space! Please don't hesitate to contact Susie if you need any help, support or advice in your parish or area.

UNITED DIOCESAN MINISTRY TO YOUNG ADULTS

Young Adult Co-ordinator

Greg Fromholz

The United Diocesan Young Adults Ministry works with 18–35 year olds. Its objective is to form, innovate, grow, train, serve, network and build community and ownership of faith and mission among the young adults of our church; and to cultivate diocesan and national renewal through missional collaboration, leadership training, resource development, ecumenical networking and mentoring young adults.

This past year the Oversight team consisted of Dean Dermot Dunne, Caroline Senior, Geoffrey Perrin, Rev Rob Jones and Rev Alan Breen. We would like to extend our gratitude to both Geoffrey Perrin and Caroline Senior as they step down from the team, after years of selfless dedication to the establishment, care and encouragement of this ministry.

Over the last year we have engaged in four main areas of collaboration:

1. Missional
2. Resource Development
3. Local
4. Ecumenical

1. Missional Collaboration

Rubicon

In its eighth year now, Rubicon, in partnership with Holy Trinity Rathmines, continues to create a place where the big questions can be debated and talked about. There are over 70 videos of all talks from Rubicon and Rubicon+ gatherings; including keynotes, panels and interviews available for free on www.wearerubicon.com.

2018's Rubicon was again housed in Dublin's "Sugar Club". *"The challenging issues of how faith interacts with power, gender and abuse were the focus of Rubicon 2018 which took place on Saturday (October 20) in Dublin's Sugar Club. Rubicon is a yearly conversation which explores the interplay of faith and culture and this year the conversation turned to the #MeToo #ChurchToo movements."* – Lynne Glanville, Church Review. Rubicon 2018 featured keynote speaker Scot McKnight, an American Anglican theologian, historian, author and New Testament professor; Noeline Blackwell of Dublin Rape Crisis Centre; activist and advocate Marie Collins; Vox magazine editor Ruth Garvey-Williams; Ally McGeever of the YWCA; activist and theologian Jarrod McKenna and performance artist and writer Feli Speaks.

Rubicon 2019, due to take place on October 12th in the Sugar Club, will feature guest speakers (confirmed at the writing of this report), keynote author and activist, Lisa Sharon Harper, and Rwandan genocide survivor, Antoinette Mushimiyimana, among many others. Rubicon 2019 will be focusing on the theme “Identity, Integration and Intersectionality”. Tickets are still available at www.wearerubicon.com.

In addition to the Rubicon conference there is Rubicon+. Rubicon+ is created as an evening gathering in the Dropping Well pub with 25-50 young adults attending. This gathering ran three times in the past year with discussion on everything from the 8th Amendment, theology, justice, identity to activism. Rubicon+ guest speakers included Pastor and Author Jonathan Martin and Theologian and Activist Jarrod McKenna. Rubicon+ is held sporadically throughout the year and a new and key partnership is about to take place with Christ Church Cathedral. On 20th October, having been invited to collaborate by Rev Abigail Sines, a Rubicon+ conversation will take place in the cathedral nave with Rev Douglas Gay, Lecturer in Practical Theology at the University of Glasgow, on the subject of Christianity and the Ethics of Nationalism.

The Rubicon team is made up of Dr James Gallen, Anne Mara, Scott Evans (Chaplain to UCD), Richard Carson (ACET), Rev Rob Jones, Emma Good and directed by Greg Fromholz.

The Graveyard Shift Podcast

The Graveyard Shift is a weekly podcast aimed at young adults and features conversations about faith and culture with Rev Alan Breen (Kill o’ the Grange), UCD Chaplain – Scott Evans, and Greg. This podcast continues to be a source of debate and distillation of areas we face as a culture, church and individuals; predominately in the area of faith exploration and development. No questions are shied away from, and at many times consensus is not reached; but often some answers can be found and sometimes even more questions! There are now over 162 hours of conversations online and 117,093 total downloads since beginning in 2017. The 2019 summer was capped off by recording a live podcast at Summer Madness on 30th June.

2. Collaboration in Resource Development

NUA Film Series

Invited by Jonny Somerville, Greg has also been involved with resource development in Scripture Union, directing and co-writing the NUA Film Series; an eight part film series about faith exploration. It is a discipleship film series that encourages questions, acknowledges doubt, and offers an engaging perspective on the Christian faith.

NUA launched on 14th March 2017 and the last 18 months have been incredibly successful with teenagers and young adults, in secondary schools and universities, both here in Ireland and around the world.

Current Stats of those using NUA:

- NUA Packs gone out: 1,150 (inclusive of 3,300 Journals)
- Approximate number of participants: 25,000 (Ireland only)
- Number of Irish schools: approximately 360 (including Universities)
- Number of churches/Youth Groups: approximately 335

Worldwide:

- NUA has launched now in the USA (with over 100,000 views), Canada, UK, Finland, Malaysia, Singapore and New Zealand. It is soon to be in Norway, Russia, Brazil and Korea. It is translated into French, Spanish, Portuguese and soon to be in Slovakian, Korean and Russian.

Filming of the NUA Odyssey faith exploration film series for 11–14 years olds began in June, with hopeful release in late 2019/early 2020.

RTE Faith Series “Life and Soul”

Greg continues to creatively consult media as an Associate Producer and segment Director for the new faith series “Life and Soul“, produced by Liam McGrath of Scratch Media on RTE, with Roger Childs, the Senior Production Executive & Genre Head of Religious Programmes at RTE.

3. Local Collaboration

Greg is happy to speak throughout the United Dioceses in local parishes, secondary schools and universities. Over this year he spoke at Christ Church Cathedral, the Church of Ireland Theological Institute, DCU Kingdom Cafe, Whitechurch, St. Columbas, The Good Summit, Momentum, as well as the September BACI lecture entitled, *“Cable Ties and Icons; Behind the Scenes of the Pope Francis’ Visit to Ireland.”*

The Good Summit was launched on 23rd October in Trinity College by a team led by Methodist Chaplain, Jools Hamilton. The Good Summit is *“an event-based platform to make the world more good. It inspires people to take positive actions in their communities and workplaces to build sustainable social change. The event brings together students and change-makers from a wide variety of disciplines and increases external awareness of compelling issues.”* Greg was delighted to be one

of the closing keynotes, as well as speaking at a conference seminar on, *“The Art of Collaboration”* saying, *“Collaboration for the common good is contagious.”*

One particular joy for Greg was in being the keynote speaker at Momentum, an all-Ireland youth leadership gathering, hosted and coordinated by many including the Dublin and Glendalough Youth Council’s Susie Keegan. Over 120 leaders from 20 counties, many traditions, and aged 17–73 gathered. It was an honour for him to be asked to speak on the lessons he has learned from 30 years of continued lay ministry here in Ireland.

4. Ecumenical Collaboration

The Foundational Leadership Programme

In partnership with the Office of Evangelisation over 80 young adult leaders have been trained over the last four years.

The Foundational Leadership Programme is run over eight weekends during the year and offers participants a unique opportunity to explore and develop Gospel centred transformational leadership skills. These skills can be readily applied to the participants own context. The programme is a mix of input from highly experienced experts, reflective practices, mentoring, journaling, spiritual accompaniment, workshops and social immersion.

Participants are required to produce a learning log as part of an overall portfolio to serve as a framework for integrative practice. This programme endeavours to provide participants with the knowledge and skills necessary to be Gospel centred transformational leaders and change agents within their own parishes and communities. The Foundational Leadership Programme is run jointly between the Catholic and the United Diocesan Young Adults Ministry. It is based mainly in St. Paul’s Church, Arran Quay. It is uniquely placed to nurture and mission a new generation of faith leaders. Commitment will be one Saturday per month starting in October over eight months.

Who can take part? Most of the graduates from the Foundational Leadership Programme have come from a variety of experiences. Some are part of parish groups and sponsored by their parish, others are teachers or young professionals who wish to add to their experience of faith and leadership. Almost all graduates have taken their experience of the course and applied it to their reality. If you would like to take up this challenge, get in touch with Greg. If your parish is looking to do some long term planning and work with young people, ideally this course is tailored to suit young people who will be given extra responsibility in their local Church.

World Meeting of Families

Last summer Greg was invited to participate in the World Meeting of Families.

On the early Sunday morning of the Papal Mass, while standing near the altar, Greg was fast approached with this sentence: *"Oh, good. I'm glad you're here Greg, we have some questions about the Icons."* This was a new question for him. As a matter of fact, it was the first time in his life someone had said this phrase to him, but it wouldn't be the last. This is not to be mistaken with the previous day's call that came through over the radio, *"Greg, the van with the relics have arrived, can you come and help sort them out?"* They were speaking of both the 'The Joy of Love' Icon and the St. Tereses of Liseux relic - The Little Flower of Jesus'...vertebrae. Greg's answers in both cases were, *"how can I help?"*

Why was he there? Greg had been seconded, as the only protestant senior staffer, by the Catholic Archdioceses of Dublin to work as the *"Performers and Artists Co-ordinator: RDS Family Arena and Phoenix Park, Prelude and Exit Programmes"*, animating and managing the Family Arena at the RDS (with 23,000 in daily attendance) over three days, as well as participating in animating the nine hour pre and post-mass programme at Phoenix Park for 130,000 people, featuring over 400 artists (*including, Rend Collective, Comhaltas and Daniel O'Donnell among many others*) with Ger Gallagher from the Office of Evangelism.

Greg also hosted a pre-Youth Synod Q & A with Br. Martin Bennett and Anna Keegan of the Bishop's Conference questioning Archbishop Eamon Martin, Bishop Donal McKeown and Bishop Nulty. As well as co-facilitating the Fr. James Martin seminar on *"Welcoming the LGBT Community in our churches"* with Br. Martin Bennett.

Greg's stories and struggles around the World Meeting of Families have been published in the Church Review and the experience was articulated further in print in Search Magazine under the title, *"Artistic Ecumenism in Action."*

For continued updates go to the web portal, www.dgyoungadults.com.

MINISTRY to THIRD LEVEL STUDENTS

Report from ACT3 (Anglican Chaplaincy Team at Third Level)

www.act3dublin.ie

C/O 62 Lower Rathmines Road,
Rathmines,
Dublin 6
Chairperson: Rev Rob Jones

In 2016, the number of full-time University students in Dublin was 100,793. Based on population, if grouped together in a single place, the Dublin student population would therefore be the third largest city in Ireland. ACT3 is designed to reach, connect and serve such a large population that is so crucial to our future. It takes its motto from the story of Peter and John in Acts 3 and Peter's response to a man in need – 'Silver and Gold have I none, but what I have, I give to you'.

In summer 2015, there was only one Church of Ireland Chaplain serving at University level in the whole of the Republic of Ireland – Rev Rob Jones in DIT. Now there are full-time Anglican Chaplains working and impacting in every University in Dublin.

This Academic Year, 2018/19, ACT3 launched a new website (www.act3dublin.ie) and developed plans, following an official invitation from Archbishop Suheil Dawani, to pilgrimage together to Jerusalem as part of our Diocesan Jerusalem Link.

ACT3 also launched at the beginning of the Academic Year, new and exciting networking Services called 'ONE Dublin'. The Services took place in St Thomas' Church on Cathal Brugha Street, Dublin 1 and brought together students from across the four Dublin Universities of DCU, TUD (formerly DIT), UCD and TCD.

'One Dublin' was billed as 'student Gospel Music Services', with music provided from a range of Gospel Music groups and singers, largely based in Universities. Preaching also rotated amongst the ACT3 Chaplains.

There was significant media interest in the development of 'ONE Dublin', with participants featuring on local and national radio to talk about the Services.

While these initiatives serve to strengthen, network and collate this new exciting movement of Anglican Chaplaincy within the city, the majority of ACT3's work is carried out at the level of each individual University. The reports below outline the mission and ministry of Chaplains, which just four years ago, were virtually non-existent.

REPORTS FROM INDIVIDUAL CHAPLAINS:

DUBLIN CITY UNIVERSITY

Philip McKinley (resigned 31.08.19)

T: 01 7005977

Twitter: @DCUInterfaith

FB: DCU Chaplaincy

www.dcu.ie/chaplaincy

Faith spaces

DCU Chaplaincy is perhaps unique in having three remarkable faith spaces across three Campuses – All Hallows Campus, Grace Park Road, St Patrick’s Campus, Drumcondra and Glasnevin Campus. In January, DCU Chaplaincy opened a new student space named ‘Ionad Cúram’, at the side of the 125 year old George Ashlin-designed, All Hallows Chapel. DCU Chaplaincy used this space to host monthly Coffee Mornings for staff colleagues in the Student Support and Development unit. This was also the first year that we offered free pancakes in All Hallows Chapel, in addition to our other traditional cross-Campus locations for Shrove Tuesday. The All Hallows Chapel itself also underwent significant renovation through the year, particularly bringing its heating, lighting and electrical works up to scratch. In March, the Chapel featured as one of the destinations along the local ‘Marino Camino’.

Chaplaincy in St Patrick’s Campus in Drumcondra developed through the year a new hospitality space for students above the reception area and also an ‘Inter Faith Space’ for the growing diversity of students on its Campus. Weekly iconography classes for staff and Eucharistic Ministry classes took place through the year for students in Chaplaincy spaces in the St Patrick’s Campus as well.

The Inter Faith Centre in Glasnevin welcomed Archbishop Eamon Martin for the Annual Mass for Exams and Archbishops Michael Jackson and Diarmuid Martin for Ash Wednesday Services. The Centre also had many visitors, including a visiting group of academics from Gaza City and the then President of Malta, Marie-Louise Coleiro Preca. In February, DCU Chaplaincy organised two lunchtime sessions entitled, ‘In Memory of Robert Lawson’, to mark the one-month passing of Robert, who had been a member of DCU’s School of Biotechnology since 1983 and also a non-stipendiary Church of Ireland priest since 2010. The sessions, which reflected Robert’s spirituality, were very well attended and were most sensitively led by Dr Iva Beranek and Carol Casey from the Church’s Ministry of Healing. DCU Chaplaincy also raised close to €500 for St Catherine’s Church, Tullamore following the appalling attack on their church windows on Halloween night. The Centre also continued to be used by an extremely wide variety of staff and student activities, such as Student’s Union

cooking classes, Disability Service weekly breakfast, Staff Meditation sessions and Irish dancing lessons for visiting Chinese students, to name but a few.

Team

This year, DCU Chaplaincy comprised of four Chaplains (one Church of Ireland and three Roman Catholic), three Community Employment (CE) assistants and a Masters in Chaplaincy Studies intern. We also hosted a DCU Ability participant, who was taking part in a new programme with the DCU School of Nursing.

Music

Since the incorporation in 2016 of the Church of Ireland College of Education, Mater Dei Institute of Education, St Patrick's College and Dublin City University, the musical standard and diversity within the University has greatly increased, much to the benefit of Chaplaincy. This has become encapsulated with a new annual DCU cultural arts festival, ANAM. Each of our faith spaces contain fine pianos, two of our Chapels contain organs and all are used regularly for lessons, rehearsals and performances. The DCU Staff Campus Choir, Student Choir named Lumen Chorale, Glee Choir and Gospel Choir all rehearse and perform in our spaces. Indeed the DCU Gospel Choir featured as part of the Mass Choir that sang for Pope Francis in Croke Park in August and members of Lumen Chorale performed in New York as part of the official St Patrick's Day festivities. This year, David Mark Dunning was awarded a DCU Arts Bursary in recognition of his musical contributions to DCU Chaplaincy. For the Summer Solstice, DCU Chaplaincy worked with DCU's HR department to organise a piano recital for staff at the Labyrinth in the centre of the Glasnevin Campus. I was also involved in the formation of a new music group of DCU students called 'DeCUency' which performed at the Alumni Awards in the Helix Theatre and also provided special flash-mob performances at the Class Rep Council and Student's Union Handover Ceremony.

Inter Faith Dialogue

Immediately following the terrorist attacks in Christchurch, New Zealand, DCU Chaplaincy organised with DCU Islamic Staff and Students a 'Solidarity Vigil', after Friday Jumma'h Prayers in the Inter Faith Centre. Well over one hundred staff from across the University attended, at very short notice, along with the New Zealand Ambassador to Ireland, Brad Burghess. As a result of the attacks, two DCU students, Aisha Siwar and Ryma Halfaoui, organised a very successful 'Allies March' of solidarity on O'Connell Street.

I also represented DCU Chaplaincy in attending the unveiling of a plaque in Leicester Avenue Progressive Jewish Synagogue to commemorate those killed in the Pittsburgh Synagogue attacks and I represented DCU Chaplaincy at Sheikh Dr Umar Al-Qadri's solidarity speech in Christ Church Cathedral following the terrorist attacks on Christians in Sri Lanka on Easter Sunday.

In October, I was invited to speak alongside a variety of other World Religious representatives at the 'Religion Today Film Festival' in Trento in Italy.

In November, I was delighted to be the only Irish representative included in the 'Roll of Honour' for Interfaith21, a collaborative project between Jewish News, British Muslim TV, The Church Times and Coexist House, to identify 21 young faith leaders (seven from each Abrahamic Religion), on these islands who champion dialogue.

University of Sanctuary

DCU now has 42 students who live in Direct Provision, progressing through three strands of our University of Sanctuary scholarships. One of our students, Shepherd Machaya received a deportation order this year, so the DCU Student's Union launched a massive campaign entitled, 'SaveOurShepherd' (#SOS) which happened to coincide with parallel deportation threats against a Primary School pupil in Bray, Co Wicklow and a Secondary School pupil in Portlaoise, Co Laois.

Four of the eight Universities in Ireland have now been accredited as official Universities of Sanctuary, with more set to follow, including Third-Level ITs and Colleges throughout the island of Ireland. Part of my work with University of Sanctuary now involves travelling around the country, sharing experiences. For example this year I was invited to speak to Dundalk IT, the Southern Regional Colleges Annual Conference in Portadown and to the Union of Students of Ireland.

In February our annual Refugee Week took place. DCU's Education Librarian Sue Miller, assisted in partnering IBBY Ireland (International Board on Books for Young People) with DCU for this year's 'University of Sanctuary' Lecture.

On World Refugee Day in June, a new book was published charting the growth of Cities of Sanctuary in the UK and Ireland. The book featured a chapter on DCU's role in establishing 'Universities of Sanctuary' in Ireland.

Outreach and Engagement

In January, DCU Chaplaincy hosted the Annual National CN3 Conference of University Chaplains.

Both DCU and our unit in Student Support and Development underwent extensive external quality reviews during the year, with both early reports reflecting very positively for Chaplaincy.

We organised in October, a 'Three Cathedrals Walking Tour of Dublin', where staff and students were warmly welcomed and facilitated by the three respective Deans and Administrators of Dublin's Cathedrals.

In September, I delivered a TED Talk in the Tivoli Theatre entitled, 'Why every nation needs its own Harp'. This talk led to subsequent invitations, for example as a panelist on RTÉ Radio 1's 'Leap of Faith' Christmas Day-special and also to deliver an address to the Department of Communications, Climate Action and Environment conference in the National Concert Hall in January.

I was delighted to be invited as visiting Preacher for Harvest Services in St Mary's, Carlow, Abbeyleix St Michael & All Angels, Co Laois, Carbury, Co Kildare, Rathangan, Co Offaly and King's Hospital, Dublin, Holy Week Preacher in the South Dublin Cluster of Parishes and visiting Preacher at the Diocese of Cashel, Ferns and Ossory Primary School's Festival in St Canice's Cathedral, Kilkenny.

Ecumenically, I was delighted to MC the annual Clontarf Ecumenical Conference and to speak at the 50th Anniversary Conference of the Irish Church Music Association in Maynooth in July. I was also invited to preach at South Hill Evangelical Church and at Kingdom Connections' Redeemed Christian Church of God's Anniversary Festival in May entitled, 'I Will Build My Church'.

Christian Aid Ireland and the Church of Ireland Gazette also extended invitations to write pieces covering issues that overlap with University Chaplaincy.

Finally I was delighted to co-MC a large music project for people living in Direct Provision, called the 'Big Sing' in the National Concert Hall. I was also honoured to address the clergy of Dublin and Jerusalem during their retreat in Swords in June and the Ugandan community at their Independence Day celebrations in Dublin in October.

TECHNOLOGICAL UNIVERSITY OF DUBLIN (FORMERLY DIT)

Rev Rob Jones

ACT3 Team Leader

Chaplain, TU Dublin Rathmines

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One to Ones

Again this year, there were many students who came to my office seeking to be seen and heard. I had many conversations with students from many diverse faith backgrounds come and talk with me about faith, relationships, sexuality, anxiety,

mental health concerns and suicidal ideation. It has been a privilege to be entrusted with the stories of so many students.

PhD coffee mornings

PhD students can often feel isolated and the demands from their studies are very intense and can weigh heavily on them.

There weren't any coffee mornings being run for the PhD students, so I got a list of their email addresses and decided to run one every six weeks or so, on Friday late mornings, at their request. I even learned how to bake, enabling me to bring some treats to the gatherings. The PhD students greatly appreciated the chance to meet with each other and share how they were getting on, both in their studies and also in their adjustment to living in Ireland, as approx. 80% of those that attend the coffee mornings are international students.

All the students found it really encouraging and insightful to hear about each other's different research areas and research methods and also the trials and tribulations of PhD life.

Peer Mentoring

Student to student peer mentoring is a wonderful initiative that trains first year peer mentors to mentor incoming first years, whilst they are in the second year of college. It's a fantastic opportunity for the peer mentor to get some great training and personal development, whilst providing much needed support and encouragement for first year students. First year is the hardest year to navigate for students and it has high dropout rates. Being able to talk to a student from the same course, who has made it through first year, is an invaluable resource. Peer mentoring was expanded this academic year from three courses to five courses. We had a very successful and encouraging Awards night for the mentors where they were presented with their certificates. Peer mentoring has now been expanded to eight courses for the next academic year (Accounting and Finance, Economics and Finance, Business Studies, Marketing, Logistics, Human Resource Management, Business and Management and Business and Law). On the 28th of May the Chaplaincy Team led our Peer Mentor Training for the Peer Mentors from all the campuses in DIT/TU Dublin. We were able to train over 90 peer mentors, with 33 coming from the Aungier Street Campus.

Guided Retreats

I continue to co-lead guided retreats, four times a year (Advent, Spring, Summer and Autumn). These retreats are advertised to both students and staff. Guided retreats provide an opportunity to take some time out of busy schedules, to rest, reflect, and encounter God in meaningful ways.

These residential retreats are offered as either one or two nights, at Manresa Retreat Centre. The focus is on meeting God in accessible ways and the feedback

from the attendees indicates that the retreats are very significant in developing their walk with God.

Ash Wednesday Gathering

In partnership with another Chaplain (Kevin St.), we facilitated an Ash Wednesday reflective gathering with distribution of ashes. It proved to be a wonderful time of talking about faith and lent and one's walk with God. I was also able to distribute ash for several colleagues and students who called into my office at various parts of the day.

UNIVERSITY COLLEGE DUBLIN

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Pastoral Care and Support

One of the most important parts of a Chaplain's role is pastoral care and support of students and staff on campus. As universities and colleges have employed more and more counsellors and student advisers, the onus is on Chaplains to demonstrate their relevance and efficacy in the University's network of care. It's been encouraging to see Chaplains continue to be a vital component of our student services and to personally see an increase in students seeking me out for pastoral care and spiritual guidance.

Outreach & Events

Alongside the daily responsibilities of chaplaincy, our ministry is also event-based in several key areas of outreach and community building:

- **Table Fellowship:** Table Fellowship is an ecumenical service followed by a community meal that gathers students together from across the Christian denominational spectrum. This monthly event draws together Catholic, Anglican and other Protestant students from around Ireland, the US, the UK, Nigeria, Malaysia, Singapore and many other countries to worship together and learn from each other.
- **InterFaith Gatherings:** UCD Chaplaincy continues to run our monthly inter-faith gatherings as we bring together Muslim, Baha'i, Buddhist, Atheist, Agnostic and Christian students into dialogue about themes like sin, generosity, climate change, fear, rest and resilience. These events are a crucial part of increasing interfaith and intercultural understanding and celebrating religious voices on campus as well as breaking down prejudice like Islamophobia. In the wake of the terrible attacks on Al Noor Mosque and

Linwood Islamic Centre in Christchurch, we held a reception and opened a book of condolences for the 51 victims and stood in solidarity with the Muslim community in Ireland and around the world.

- Chaplaincy Roadshow, Pop-Up Cafes & Retreat Spaces: We made a conscious effort this year to raise the profile of the Chaplaincy on campus by running ‘roadshow’ events in all the schools and faculties around campus and by running pop-up cafes in the Student Centre at key times in the year. We also partnered with the Student Centre to run a ‘Rest and Relax’ Retreat Space for students during exam time. These initiatives have helped many new students to encounter the chaplaincy, seek out our support and engage with our events.
- Once-Off Events: Working in direct contact with students helps us be at the forefront of the issues that they are most passionate about. This year, as students have become deeply involved in the climate change movement, we held an event called ‘The Challenge of Climate Change’ with Lorna Gold from Trócaire that was really informative and gave us practical ideas of how we can be part of the solution. We also opened a chaplaincy library at St. Stephen’s that provides several hundred books for students interested in issues of faith and theology.
- Society Involvement: My presence in the Student Centre gives me great opportunities to engage with student societies which are a crucial part of the student experience at UCD. This year, I participated in debates with the Law Society and the Literary & Historical Society as well as speaking at events for the Christian societies on campus.

Digital Innovation

- Social Media, Newsletter & Website: Ministry in the digital age requires creative ways to use the new tools available to us to draw students towards engaging with church and faith. Over the last year, we have continued to develop our use of online platforms like Instagram, Facebook, Twitter and our website to reach out to students.
- RevoLectionary: For the last three years, I have pioneered a lectionary blog called the RevoLectionary that releases weekly reflections written by students and young adults on the Gospel readings for the coming Sunday. This blog is now managed by a UCD student and we are actively seeking out more students for their insight and reflections.
- Podcasting: I continue to record and release The Graveyard Shift Podcast with Rev Alan Breen (Kill O’ The Grange) and Greg Fromholz (D&G Young Adults).

National and International Impact

UCD Chaplaincy continues to play a significant role in the development of best practice in student affairs and chaplaincy at a national and international level. I

serve as the secretary of the Chaplaincy Network at Third Level (CN3) and represent CN3 on the national executive of Student Affairs Ireland (SAI). In 2018, we hosted the Conference of European University Chaplains (CEUC) and CN3's October In-Service which focused on a pastoral response to suicide. In November 2018, I presented a paper titled 'Why Chaplaincy Matters Now More Than Ever' at the North American Student Professionals Association (NASPA) Conference in Rhode Island. In June 2019, I presented a paper on social media and chaplaincy at the CEUC Conference in Germany and a paper on building community at the SAI Conference in Cork with Jason Masterson, the manager of UCD Student Centre.

Conclusion

2018–19 was an outreach-focused year for my colleagues and I at UCD Chaplaincy. It was very encouraging to see more and more students from different denominations, faiths and backgrounds become part of our community. Growth was a key goal for us this year and we are delighted to have seen so much of it. Reflecting on the year, we have also identified key areas in which we would like to develop which will shape our goals for the coming year:

- Though we did a lot of good ecumenical work over the last few years, we are keen to develop this area of our work and to help students develop a greater appreciation and understanding of Christian unity and its importance.
- We also hope to increase the participation in our InterFaith Gatherings both in terms of numbers and religions represented in our conversations.
- As our community grows, we would like to move beyond just providing services for them and also provide ways for them to serve in areas of environmental awareness, social justice and community action.

All in all, we look back on 2018-19 with great joy and encouragement at all the ways in which God has been active on campus and look forward to what next year will hold as he leads and guides us.

UNIVERSITY OF DUBLIN (TRINITY COLLEGE)

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Michaelmas term started in January with a choir trip to Waterford to sing in Christ Church Cathedral following the invitation from its Dean, Very Rev Maria Jansson. Fresher's week went very well and the Chaplaincy team served lunches every day throughout the week. It was great to meet many new students. The choir also had a

recruitment drive under our new choir conductor, Naoise Whearity, and organ scholar, Arthur Greene. We were pleased that so many signed up to join our wonderful choir.

This year, we had three committed chanters who assisted me throughout the year in the Chapel; William Dunne, Connor McCabe and Lucas Dowling. Services resumed as usual with a short Eucharist on Monday at 5pm. Thursday evensong was very encouraging this year with numbers attending much higher than before. Morning Prayer was said every morning and for the first time on a Wednesday in the Irish language. The opening sermon was given by Dr Michael Kirwin SJ to a well-attended chapel.

Dublin University Mission to Chota Nagpur

On the 12th September 2018 an historic moment took place in the life of the Dublin University Mission to Chota Nagpur (DUMCN). Ten officials, including Bishop Baskey, arrived in Dublin for their first official visit in our 135 year relationship.

I know for many of a certain age within the Church of Ireland, DUMCN is very familiar – one might remember for example St Columba's Hospital in Hazaribagh – however, for a new generation it seems that this historic mission, with its roots in Trinity College and the Church of Ireland, has long been forgotten.

The recent visit of the delegation from Chota Nagpur, which encompassed many aspects of Dublin, the Church of Ireland and Trinity College, marked this paradigm shift in mission, demonstrating how the DUMCN and the Chota Nagpur Diocese aim to work together for each other's wellbeing. Archbishop Michael Jackson spent much time with them and spoke of the deepening and mutually enriching relationship between the Church of Ireland and Chota Nagpur. Our guests worshipped in Trinity College Dublin, Christ Church Cathedral, Christ Church Taney and St Patrick's Cathedral. We took them to Glendalough, Dáil Éireann and the RCB Library, where they viewed a collection of articles on the history of the DUMCN. We believe this historic trip will strengthen and facilitate further missional activity between our dioceses.

Trinity Monday

Another splendid celebration in the college for the new Fellows and Scholars announced from the Exam Hall followed by a busy ecumenical service in the Chapel with our guest speaker Archbishop Eamon Martin.

This year the Chapel also hosted the Anatomy Service as it does every two years. The Service, organised by the staff and students of anatomy, is very moving and a very large congregation came to this special service.

Christmas

As usual there was great anticipation for the Carol Service, particularly this year as officially it took place out of Term given our new Term structure. However fears were allayed as it was completely packed in the Chapel.

Retreat

The four College Chaplains this year went to Oxford to visit Lincoln College, Oriel College and Oxford University Catholic Chaplaincy.

As College came to a close, the choir and I had a trip to Lisbon in Portugal under the invitation of Bishop Jorge. The trip was a great success; the choir sang a one-hour concert in the Catholic Cathedral to a busy congregation and then in the morning sang the Eucharist, which was filmed by national television, at the Lusitanian cathedral.

Overall the year has been very busy however very enjoyable. Having been in the role for over three years I have got to know many staff and students in the college. I have been sad to see those that leave while being excited to meet new people coming into this fabulous College.

LAY MINISTRY

Training and Accreditation

Negotiations are advancing in getting accreditation for a 'Special Purpose Award' as a replacement for the 'Foundation Course in Ministry' and by extension, the Lay Ministry Course. Rather than being accredited by Durham University, it is envisaged that the new course will be accredited by Q.Q.I. (Quality & Qualifications Ireland). In light of this it is not envisaged that there will be any intake of trainee candidates to commence study in 2020. However, it is hoped that the new course will be up and running for recruitment towards the end of 2020 with a commencement of studies in January 2021.

Guild of Lay Ministry

The aim of the Guild is to provide support and information for all commissioned Lay Ministers and those in training for lay ministry. This includes Parish Readers, Lay Chaplains, Diocesan Readers and Prayer Ministers.

Guild Activity

Within the Guild of Lay Ministries, a new secretary was elected in the form of Mark Acheson along with a new and enlarged committee. A number of activities have and are being planned. The 2019 programme and plans include: -

- Lay Reader Training Event with Rev Dr William Olhausen, Rector of Killiney, Ballybrack and Chairman of The Biblical Association for the Church of Ireland
- Lay Reader Quiet Day with Ven. Wayne Carney, Archdeacon of Killaloe
- Service of Thanksgiving and Social Event
- Preaching Workshop
- Annual General Meeting

In addition, Guild members were advised of other opportunities such as: -

- Church's Ministry of Healing Quiet Day
- Methodist Local Preachers – Lenten Reflection followed by The Lord's Supper/Holy Communion – Rev Stephen Taylor (Minister, Dundrum Methodist Church)
- Methodist Local Preachers – Crafting a Sermon – Miss Heather Boland, Edgehill College

Support for Parish Clergy and Parishes

There is a list of Commissioned Diocesan Lay Readers/Ministers elsewhere in this Book of Reports – and another list with contact details may be found in the Diocesan Directory. Parishes are encouraged to make extensive use of this resource if Service cover is required, keeping in mind that Diocesan Readers/Ministers are commissioned to function in the United Dioceses and not simply in their own local areas.

Dedication and Commitment

Many thanks are due to all the dedicated Commissioned Readers/Ministers throughout the United Dioceses for all their continuing hard work week by week.

The Diocesan Councils again is most grateful to the Rev. John Tanner for all his dedicated work as Diocesan Directory of Lay Ministry.

MINISTERIAL TRAINING REPORT FROM THE DIRECTOR OF ORDINANDS REV ADRIENNE GALLIGAN

EXPLORING MINISTRY

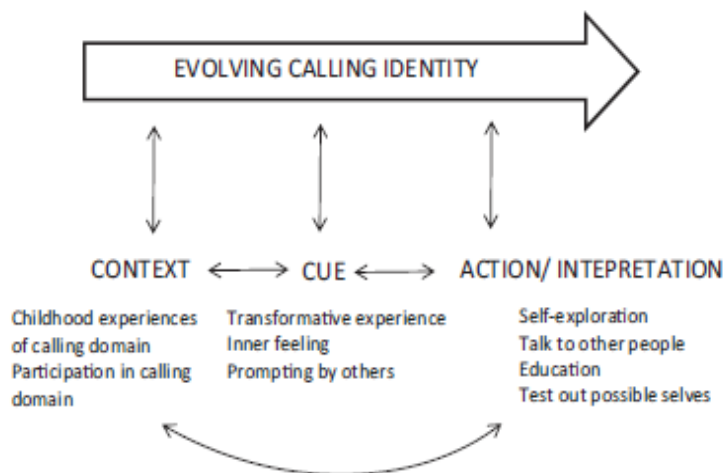


Fig. 1. A model of sensemaking during the calling process.

An *in press* article by Sturges et al (2019) in the *Journal of Vocational Behaviour* offers the model here as a description of a person’s sense of calling to specific Christian ministry. It emphasises the formative role a person’s early experiences of faith and church have on them and the recognition by other significant faith influencers that a person might be called to ordained ministry or indeed other forms of ministry. Where the Diocesan ‘Exploring Ministry’ bi-monthly meetings fit into this model lies more in the Action/Interpretation dynamic where matters of faith and ministry, from current research, are discussed, even interrogated, particularly as ministry today happens in a constantly changing sociocultural landscape.

As well as discussing research articles, the scriptural reflections we are currently using are “Four Ministries One Jesus: exploring your vocation with the four gospels” by Richard A Burrige (2017). Regarding facts and figures that make-up the Exploring Ministry group, on average there are 9 members in any year with people coming and going, as is to be expected in an “exploring” context. Four members attended selection conference this year and were selected for training and commence training in the Theological Institute this autumn. Please pray for Jane Burns (Athy Union), Alexander Chisnall (Cringen), Scott Evans (UCD and Holy

Trinity) and Philip McKinley (DCU) and Alastair Doyle (Killiney/Ballybrack) and Leonard Madden (Christ Church Cathedral) who continue into year 2. Please support them and all who are in CITI with your prayers.

On Vocation Sunday (15th September) the Church of Ireland nationally launched a programme to encourage parishioners to consider training for ordained ministry. This can be accessed at <https://www.ireland.anglican.org/our-faith/vocations>. Those considering ordained ministry are encouraged to speak with their Rector first as s/he can assist them in trying out their “possible self” through greater involvement in church activities, self-awareness and leadership. It continues to be a great privilege for me as DDO to come alongside those who are eagerly seeking to do and be as God intends for them.

DIOCESAN OUTREACH

Come&C

The Come&C initiative has been growing in Dublin and Glendalough Dioceses since 2014. It is designed to equip people for discipleship and deepen their understanding of their own faith. Come&C is centered around the Five Marks of Mission of the Anglican Communion which have been distilled to the Five Ts:

TELL – To proclaim God’s Kingdom

TEACH – To teach, baptise and nurture

TEND – To respond to human need

TRANSFORM – To transform unjust structures

TREASURE – To safeguard creation

The project outcome since its initiation in 2014 has been positive and encouraging and in 2019 we continued to explore ways to encourage people to Come&C. Come&C has connected the people of Dublin and Glendalough Dioceses with the Five Marks of Mission of the Anglican Communion and it has enabled members of the dioceses to understand better the Anglican tradition of Christianity in which they stand while also connecting them with their local community and their fellow Anglicans worldwide. It has reached and brought together children, teenagers, young adults and adults who have been energised in their discipleship. Both lay and clergy participated and were able to deepen their understanding of discipleship, service and mission. The initiative in 2019 has a number of strands which are outlined below.

Come&C Prayer

Almighty God,
your Son Jesus Christ

lived among us
and welcomed as his disciples
with the words of invitation:
Follow me and Come and see.

Open our hearts today
to fashion our lives according
to the richness of your creation
and the responsibilities of loving service
which you have shared with us
in your earthly life.

Enable us to embrace the energy of our children and young people,
to enlarge our sense of parish and community
and to expand the discipleship and leadership of all your people.

We ask this in the power of the Holy Spirit
and to the honour and glory of your Name.

Amen.

Come&C Camino

People from all over Ireland have taken part in the Camino de Glendalough since its launch in 2016. The Camino de Glendalough 2019 will take place on Saturday September 24th 2019. As with previous years, pilgrims will be welcome to join the Camino at any point during the day or choose to take the full 30 kilometer pilgrimage following St Kevin's Way from Hollywood in West Wicklow to Glendalough or a shorter route. All participants on all the routes are invited to attend the short closing service which takes place at the stone ring fort on the shores of the Upper Lake in Glendalough at 5pm. A special booklet to assist reflection during the day can be downloaded on the [Camino de Glendalough page](https://dublin.anglican.org/about-us/camino-de-glendalough) on the Diocesan website: <https://dublin.anglican.org/about-us/camino-de-glendalough> Updates will also be available on Facebook at www.facebook.com/DublinandGlendalough.

Transforming Unjust Structures: Gender Justice Seminar

A seminar based on the Fourth Mark of Mission 'Transform Unjust Structures', took place in the Chester Beatty Library in Dublin in March 2019 as part of Dublin & Glendalough's Come&C programme. Three engaging speakers looked at the imbalance that exists between men and women in the church, in society in Ireland and around the globe. Issues facing women, both nationally and globally, were highlighted with one common denominator. The root cause of gender inequality in each context was to be found in social gender norms whether that be barriers to women in employment or using their gifts within the church in Ireland or the culture of rape and abuse of women in the Great Lakes region in Africa. Three

speakers addressed the seminar. Ruth Garvey–Williams is editor of Vox Magazine, an interdenominational Christian magazine which recently celebrated its 10th anniversary. Last year, in partnership with YWCA Ireland, Vox conducted a survey exploring the role and experiences of women in Irish churches. Dr Cliona Loughnane is Women’s Health Coordinator with the National Women’s Council of Ireland. She looked at areas in Irish society in which women experience discrimination from employment and public representation to health and sport. The final speaker was Veena Sullivan, head of the HIV and Sexual Violence Team of Tearfund UK. Veena brought news of the stark realities faced by women in a number of African countries but also the uplifting outcomes of the work of Tearfund in partnering with local church leaders to bring about great change.

The seminar was opened by Archbishop Michael Jackson who stressed the importance of engaging with the issue of gender justice. He highlighted the Come&C programme which he said was the dioceses’ intentional response to things that are happening in the church and society. The Five Marks of Mission on which the programme is based are not confined to the church but can be brought into secular or post secular society or used as a bridge into interfaith engagement, he said.

Smithfield Community Outreach

In 2018, an application was made for funding from the Smithfield Outreach Fund to create a community garden in the grounds of St. Michan’s Church, Church Street, Dublin 7. This project, led by the Rev Ross Styles, with support and encouragement from Archdeacon Pierpoint and the select vestry, aimed to clear a disused area in the grounds and create raised flower beds. Thanks to the funding received, works were soon completed and, by early 2019, the flower beds were ready for use. In April 2019 Archbishop Michael Jackson blessed the community garden. The summer of 2019 has seen extensive use of the garden by the local community, particularly by the Greek Street Cool Kids Gardening Club and by the Phibsborough Biodiversity Group. The project has been a great success, producing flowers and vegetables in abundance. In an area with very few green spaces, the joy on the faces of the local children as they got their hands dirty, found earthworms and watched their seeds grow has highlighted how important projects like this are, giving inner city children an opportunity to engage with the natural world and the wonder of creation, very much engaging with the vision of Come&C - to tell, to teach, to tend, to transform and to treasure. This project was possible thanks to grant aid from Allchurches Trust Ltd.

Come&C: Growing in the Image & Likeness of God

A book exploring the impact of Dublin & Glendalough’s Come&C project and celebrating acts of discipleship in parish life was launched in April 2019. ‘Come&C: Growing in the Image & Likeness of God’ by David Tuohy SJ and

Maria Feeney was launched by the Archdeacon of Cork, Cloyne and Ross, the Ven Adrian Wilkinson at DCU's All Hallows Campus. The book documents the Come&C project from its roots in the Vision and Mission questionnaire that parishes responded to in 2015 through its implementation, outlining parish and diocesan activities, before looking to the future. It celebrates parish activities, examines the programme's impact on individuals and parishes and explores the dynamics involved in developing a programme of intentional discipleship within the dioceses.

The author's spoke of their experiences in researching the impact of Come&C. Maria Feeney, who is employed at the Institute of Education at DCU, said it had been a pleasure to travel around the dioceses to learn about Come&C and the Five Marks of Mission and to see how people had engaged with them. "The Five Marks were something that people could easily engage with and use as a tool for mission and discipleship. Both Come&C and the Five Marks offer flexibility and autonomy to laity and clergy. Fabulous initiatives are alive and well across the dioceses," she said outlining a number of them. "Listening to and studying clergy and parishioners' journey on intentional discipleship has been a privilege."

David Tuohy, a Jesuit priest and ecumenical Canon of Christ Church Cathedral, spoke of his four year association with Come&C having facilitated the Diocesan Forum in High School from which many of the initiatives arose. He said the book honoured a commitment to report on what was learned during the project which was made at the launch of Come&C. It was embedded in discipleship. "This book tells the story of a response to intentional discipleship... of the effort to become more intentional and celebrating what is already happening in the dioceses and the deepening of discipleship. In one way it is not about discipleship or about the Five Marks of Mission. The book is about a particular programme and the organisational consequences that went into organising a project like this. The book captures what people are saying in the United Dioceses about what it is like to act out discipleship," he said.

The Five Marks of Mission in Different Contexts

During the book launch a number of speakers spoke about the Five Marks of Mission in their contexts. Swami Purnananda of the Eire Vedanta Society said that we are all made in the image and likeness of God and while each person is born into a particular religion, they must dig their well as deep as possible as it is there that they will find unity. He suggested that the Five Marks of Mission helped to get to the root of their faith from which spontaneity could follow.

The chairperson of Dublin City Interfaith Forum, Hilary Abrahamson, detailed the work of DCIF and in particular it's Dublin City Interfaith Charter which was published in 2016. She also spoke about the Kids4Peace programme in Jerusalem

which draws together young people from Jewish, Muslim and Christian backgrounds with the aim of breaking down barriers and promoting non-violent civic engagement. She said many of their activities fitted into the Five Marks of Mission.

The principal of Mount Temple Comprehensive School, Liam Wegimont looked at a teaching and learning community through the lens of the Five Marks of Mission. He said that the school had developed a learning policy which had as its basis a focus on who they were and what they believed in. He said that each of the Five Marks could be seen in the organisation of the school from ensuring that their school was accessible, embraced difference without judgement, responded to the needs of the students and school community and pursued social justice and care of creation.

Director of the Church of Ireland Centre at DCU, the Rev Prof Anne Lodge, said that in setting up CIC they had used the Five Marks as a planning tool. They explored how they could make CIC Anglican in a secular university context. “The Five Marks helped us to understand our own faith perspective and engage across denominations and between faiths,” she stated, adding that they could also use them to frame plans and analyse activities.

Come&C: Growing in the Image & Likeness of God’ will be available at Diocesan Synod in October 2019 or from the Diocesan Office.

Contact Details:

Email: caoimhe.leppard@rcbdub.org

Website: <https://dublin.anglican.org/about-us/come-c>

NEW HOUSING ACTION GROUP, GATEWAY and COME&C

‘Moving Forward Together’

In seeking ways for the Dioceses to respond to the challenges and opportunities presented by extensive new housing development in the Greater Dublin Area – 50,000 new houses directly impacting twenty parishes – the New Housing Action Group established by Diocesan Councils held a series of meetings in the past year with those involved in the ‘Gateway’ and ‘Come&C’ initiatives.

While each of these initiatives has its distinct identity and focus and good work has been done, these meetings identified much common ground and it became clear that there is now a natural evolution towards a joint, co-ordinated mission strategy with much more structured support from the Dioceses.

This conclusion reflects some of the recommendations contained in ‘Growing in the Image & Likeness of God’ – A Review of the Discipleship Project and the Five Marks of Mission in the United Dioceses of Dublin and Glendalough by David Tuohy and Maria Feeney. It also reflects the fact that parishes throughout the United Dioceses as a whole, and not just in new housing areas, are called to meet the challenges and embrace the opportunities presented to us in our rapidly changing society.

At its June meeting, Diocesan Councils overwhelmingly supported the embracing of all three strands – New Housing Action Group, Gateway and Come&C - in a co-ordinated ‘Moving Forward Together’ in mission and ministry throughout the United Dioceses.

Those involved in the three initiatives would like to thank Councils for this vote of confidence and support as we explore together what God is calling us to do next.

CHILD PROTECTION - Safeguarding Trust

Training

It has been a very busy year for training with a total of 25 training events taking place between September 2018 and July 2019, eleven of which were for clergy, staff and volunteers. All these sessions have been very well received and will help to equip those who attended to protect not only the children in their care but also themselves as they work in their parishes. These events have all been facilitated by Olive Good.

With the publication of the new Safeguarding Trust Policy, every panel member in the dioceses was encouraged to attend training to ensure their parish's compliance with the new elements and requirements contained in the new policy. As a result, twelve training events were held for panel members.

The final two training events were a refresher training session held for staff and volunteers and, on request, a training event for the select vestry members of a parish.

Parishes who have leaders to be trained or wish to host a training session or a refresher training session should contact Olive Good at 087 – 2451310 or by email at olivegood@gmail.com to make arrangements.

Compliance

During the year Olive Good completed the final two fourth triennial audits with parishes and also completed the first eleven of the fifth triennial audits. There are a further six audits outstanding which are scheduled to take place in August/September. All these audits have been completed in line with the requirement for audits now to be evidence based to ensure compliance.

In addition to the training and audits, the Diocesan Regulator, Olive Good, continues to provide substantial support, advice and assistance in relation to ensuring that the remaining parishes were compliant with the requirements of the Children First Act 2015 in relation to completion of risk assessments and adoption of Child Safeguarding Statements.

Policy Review

An additional clergy briefing session on the Children First legislation and guidance and proposed changes to the Safeguarding Trust policy was held in September to brief those clergy who had been unable to attend the sessions in May and June.

The review of the Safeguarding Trust policy was completed in the autumn of 2018 and the new edition was published in November and made available on the Church of Ireland website. This ensures that the Church of Ireland is compliant with all

the Children First legislation and guidance which was commenced and published in 2017 and 2018.

In order to assist parishes and the dioceses to meet the additional requirements of the new Safeguarding Trust policy, Olive Good has been providing support, advice and assistance to clergy, panel members and the Diocesan Office and the Diocesan Council. In the coming year, Olive will be joined by a newly appointed Support Team consisting of Ruth Hughes, Laura Mahon and Leo Kilroy.

Staffing

In addition to her role as Diocesan Regulator, Olive Good acted as the Child Protection Officer RI on a part time temporary basis from June 2018 - February 2019 and worked to bring the RI Safeguarding Trust policies in line with the Children First Act 2015 and related guidance. Olive also reviewed and revised the training modules for delivery by the Diocesan Support Teams and facilitated training in dioceses and at central level throughout 2018 and spring of 2019. Olive met with the Diocesan Support Teams during 2018 and spring 2019 and updated them on the new edition of Safeguarding Trust and trained them on the new training modules. Our grateful thanks to Olive for the enthusiasm she brings to her role and for the many hours she has spent assisting parishes and volunteers throughout the dioceses.

Christine Cody was appointed Vetting Liaison Person in July 2018 alongside Andrea Bridge and they both are responsible for the administration of the vetting service for Church of Ireland dioceses, parishes and schools. Re-vetting of all clergy, staff and volunteers within parishes and dioceses commenced in January 2019 on a phased basis. Further advice on Garda vetting is available from the Safeguarding Officer at Church House Dublin.

Robert Dunne took up the role of Safeguarding Officer as of the 1st March 2019. The role of Safeguarding Officer is full-time and covers both child protection and vulnerable adult protection.

ADULT SAFEGUARDING

The Church of Ireland adopted a new Adult Safeguarding Policy in 2018. As required from the Church of Ireland Safeguarding Board, on the nomination of the Archbishop and ratified by the Diocesan Councils at their meeting on 6th December 2018, Ven Neal J. O’Raw, Rev Canon Sonia Gyles, and Ms Susie Keegan were appointed as members on the Diocesan Adult Safeguarding Panel.

CARE OF THE ELDERLY

Our three care centres continued to operate satisfactorily during the course of the year. We offer Respite and Extended Care along with Dementia Specific Care in each Centre. We are constantly striving for continuous improvement within our organisation and to ensure that our care centres become true centres of excellence. The dependency levels of persons in our care remain very high. This is unlikely to change as we provide care through to end of life. We reach the end of our three year cycle with the National Treatment Purchase Fund at the end of September 2019. It is a difficult time to negotiate a fair rate as there are a number of pay increases about to present themselves but will not be provided for under our upcoming negotiations.

In February we achieved the renewal of our accreditation with JCI (Joint Commission International). Our engagements with HIQA (Health Information and Quality Authority) during the year have, for the most part, been positive. All of our centres are compliant with regulatory requirements.

During the year Rachel Doogue was co-opted on to our Board. Rachael's expertise is in the area of staff development and succession planning at all levels. She is an advisor to a number of Government Departments and State Organisations. Dr. Muireann Cullen was appointed to the role of Chief Executive Officer at the beginning of 2019. She is an experienced manager in health care holding a PhD in Dietetics and Human Nutrition and an MBA from the Smurfit Business School.

Gascoigne House in Rathmines continues to provide care for up to 50 residents, 12 of whom reside in a Dementia Specific setting. The six additional single en-suite rooms, completed last year, are fully occupied and are in high demand. On the other hand, we see a reluctance on the part of an increasing number of families to accept the offer of shared rooms. In all, we have ten beds in five shared rooms. We are currently examining options as to how this problem might be addressed on a very tight site.

Glebe House in Kiltarnan provides 54 continuing care places, 16 of which are Dementia Specific. Six of these rooms are new single en-suite rooms that were registered with Regulator at the end of August. Glebe House shares the same problem as Gascoigne House with shared rooms. Maintaining our occupancy levels in these rooms is becoming more challenging. We also provide 22 sheltered housing units adjacent to the nursing home.

St Patrick's Care Centre, Baldoyle has 78 beds – fifteen of which are Dementia Specific, all now fully occupied – with an overall occupancy level of 98%. We also provide independent living in Alexandra Crescent on the grounds of St Patrick's. We have moved our Head Office functions from Rathmines, where we

were renting space, to two of these houses. The arrangement is proving satisfactory. It is our intention to provide a purpose built office and training centre (subject to planning) on the ground of St. Patricks over the next number of years. The recruitment of Health Care Assistants continues to pose challenges. We rely heavily, primarily, on overseas workers to fill these roles.

Our education programmes continue with a number of staff completing post-graduate programmes and others commencing in the current year. The specialist areas are in Palliative Care, Dementia Care, Tissue Viability & Wound Care and Gerontology. We have commenced two programmes in Glebe House as a result of this. One is in the area of Palliative / End of Life Care and the other is an innovative and interactive programme in Dementia.

Having reviewed the operation of our sheltered housing resource in Monastery Close, Thurles, we disposed of it in May to the Thurles Lions Housing Trust, a Registered Charity with objectives similar to our own.

As always, subscriptions, donations and bequests are very welcome and form an essential part of providing additional comfort for residents. Our thanks go to the parishes that support our efforts and to the generous people who remember us in the settlement of their estates. We wish to emphasise that no charitable bequest or donation received by us is used in paying the operating costs (wages, heating, food etc.) of running our nursing homes. One hundred percent of your donation goes to our charity to provide some additional comforts for our residents to assist in the development of further nursing care units within the Dioceses. We warmly welcome volunteers who wish to give some of their time to providing some diversity in the lives of our residents. This is particularly relevant at this time as we plan to extend some of the programmes mentioned above into the community on a pilot basis. Voluntary assistance will be a catalyst to their success.

DIOCESAN REGISTRAR

Solemnisation of Marriages

As solemnisers of marriages, Church of Ireland clergy operate under two complementary but distinct codes. We are bound by the rules of the civil law and are also bound by the rules contained in the Church of Ireland Marriage Regulations. The latter may be found on the diocesan website. Failure to comply with the Church Regulations does not only mean that the marriage service has breached a Church rule, it may mean that the marriage is not legally valid in the eyes of the civil authorities. The law provides penalties for this, both civil and criminal.

Briefly, a couple wishing to be married are responsible for obtaining a Marriage Registration Form at a meeting with the civil registrar. Clergy ought to be approached before the meeting with the civil registrar, to ensure their availability and willingness to conduct the marriage ceremony.

Clergy can only conduct marriages between one man and one woman, in a church or chapel of the Church of Ireland that is consecrated for public worship. At least one party to the marriage must be a member of the Church of Ireland or a Church in full communion with the Church of Ireland. The wedding service must be one of the two services provided in the Book of Common Prayer.

If a couple wishes to have a priest from outside the United Dioceses solemnise their wedding, this ought to be organised in conjunction with the local Incumbent, but the permission of the Archbishop must be sought and obtained before the meeting with the civil registrar.

Sharing of Church Buildings

In recent years there has been an increase in requests from other churches to use parish churches for weddings according to the rites of those other churches. Diocesan policy does not encourage these arrangements. Church sharing agreements are possible and exist throughout the dioceses, particularly with Orthodox congregations. They are part of our ecumenical life and enrich both congregations as they learn from one another and flourish together. These complex agreements are entered into through a diocesan process. Any request from another church to use a church building for a wedding or other act of worship requires the permission of the Archbishop.

Alteration to Church Buildings

For a list of the steps to be taken before making alterations to Church Buildings please see Form P5 on the 'Parish Resources' section of the Church of Ireland website. Before submitting Form P5 to the RCB it is necessary to seek and obtain the Archbishop's approval. This approval is given in the form of a Faculty. Information on Faculties is available from the Registrar.

Rev. Stephen Farrell
Diocesan and Provincial Registrar

CHURCH MUSIC DUBLIN

Executive Committee:

Rev Jack Kinead (Wicklow and Killiskey) (Chairperson)
Jacqueline Mullen (Greystones) (Hon. Secretary)
David McConnell (Zion) (Hon. Treasurer)
Philip Good (Castleknock) (Safeguarding Trust Administrator)
Judy Cameron (Powerscourt) (Minutes Secretary)
Donald Maxwell (Killiney, Ballybrack)
David O'Shea (Sandford and Milltown)
James Pasley (Lucan)
Raymond Russell (Monkstown)
Valerie Twomey (Lucan)

Website: www.churchmusicdublin.org

Facebook: www.facebook.com/churchmusicdublin/

Email: info@churchmusicdublin.org

Set up in 1990, Church Music Dublin continues to train, mentor and equip parish musicians in the Dioceses of Dublin and Glendalough. Our training scheme, the Archbishop of Dublin's Certificate in Church Music (ACCM), continues to attract those who seek to become good liturgical organists. The syllabus reflects the need for church musicians to lead and accompany congregations in worship. As a result, a number of hymns must be learned for each year of the course and material chosen reflects both *Church Hymnal Fifth Edition* (2000) and *Thanks & Praise* (2015). The Foundation course remains an option for those who wish to learn at an introductory level.

An important part of the training of church musicians includes liturgical principles and two sessions of Living Worship took place early in 2019. The first was led by Tristan Russcher, Director of Music at St Bartholomew's Church. The topic was 'Accessible Music for Holy Communion' with a focus on choir training and conducting. This was a practical session and included suggestions for repertoire alongside helpful tips for choir directors.

The second session, on Saturday 23rd March was led by Ian Keatley, Director of Music at Christ Church Cathedral. The topic was 'Anglican Chant for All' and there were over 60 people present – organists, choir singers and members of congregations. To everyone's delight, the final part of the morning took place in the cathedral choir stalls. Responding to the obvious enthusiasm of those present for Anglican chant, since the beginning of September, Church Music Dublin has arranged that the appointed psalm for each Sunday, headed by a well-known chant, can be quickly printed from the church music website. We believe parish choirs

and others will find it much easier than at present to sing a psalm if it is available on a single A4 sheet.

When inviting people to serve on the Executive, our aim is that, as far as practicable, the committee should be representative of a wide range of worship styles. In May, we commenced discussions with some of those involved in leading the singing in churches where less structured and more flexible worship is the norm.

Previous reports have referred to the importance of good governance practice as regards the employment of church musicians. We urge select vestries to review the employment status of their organists to ensure compliance with current legal and revenue guidelines.

The deputy organist list continues to be included in the diocesan directory and a regularly up-dated version is on the church music website. All deputy organists are Garda Vetted in line with the policies of Safeguarding Trust.

The library of training videos continues to attract interest. The latest videos on registering (selecting appropriate stops) on both a parish organ and a larger instrument were uploaded in late 2018. All videos may be viewed on the website.

COMMUNICATIONS & BROADCASTING

At this time when the dioceses and the wider Church of Ireland commemorate the 150th anniversary of Disestablishment, communications remains central to the activities of the Church.

As we recall our past and look to the future we need to ensure that we are effectively communicating our message both to people in our parishes and to those in the communities in which our parishes are set.

In Dublin & Glendalough there are a number of projects and initiatives which seek to support individuals and parishes in strengthening their understanding of their church and deepening their personal spirituality. There are also programmes which seek to reach out to the community and meet a need there.

The work of communications in Dublin & Glendalough is focused on: keeping people within parishes and church communities throughout the dioceses in touch with what is happening at both diocesan and parish level and in the wider Church of Ireland. It also informs people in the wider Church of Ireland and Anglican Communion and those, locally, nationally and internationally, with no particular connection to the Church

about what we are doing. Communications also assists the Church's mission by enabling the message of the Church to be received widely via the website, diocesan magazine, Church of Ireland Gazette, social media and mainstream media.

Throughout the year parishes hold a vast array of events, some fundraising and outreach and others focused on helping people explore their faith through various means. The Diocesan Communications Officer seeks to support parishes in these efforts by publicising the events before they happen and giving coverage to them afterwards. She encourages parishes to send her information on upcoming events and good quality photos and text from events they have held. These can be shared on the diocesan website and/or social media as appropriate.

GDPR

The Church of Ireland has developed very helpful guidelines on complying with the requirements of GDPR. From a communications point of view, the communications officer has emailed all clergy a poster/notice which they can print out and place in churches or church properties when there are events taking place where photographs may be taken. The Church of Ireland Press Office has drawn up a document entitled Data and Photography. It can be found at: <https://www.ireland.anglican.org/cmsfiles/pdf/Resources/ParishResources/PeopleCommunity/Data-Protection--Photography-Guidelines.pdf>.

The Church Review

The *Church Review* has had another good year and continues to be produced without incurring any cost to the dioceses. Its self-sufficiency along with the continued high production standards and quality of coverage are a credit to the editor, the Rev Nigel Waugh. Again there has been no increase in cover price this year and the editor is grateful to those who subscribe and to those who place advertisements.

The magazine continues to be popular, particularly among those who prefer the printed word to other means of communication such as the Diocesan Website, Facebook and Twitter. The regular contributors, which include Canon Patrick Comerford, continue to be popular with readers and the contribution from each parish, bringing news of events, baptisms, weddings and funerals continue to be the mainstay of the magazine.

Councils are grateful to the editor, business manager Mrs Charlotte O'Brien and editorial assistant Mrs Noleen Hogan for their excellent work. Thanks is also due to those throughout the United Dioceses who assist in the collection and delivery of the *Church Review* and without whose help substantial costs would be incurred in distribution. Gratitude is also expressed to the Rector of Taney and the staff of Taney Parish Centre, and to the Vicar and staff at St Ann's Church, Dawson

Street, which act as the collection points for the magazine within Dublin & Glendalough. Suggestions for this are always welcome.

Diocesan Website

The Diocesan Website (www.dublin.anglican.org) continues to be the main online source of news and information within the dioceses. It contains important information about the dioceses including the location of all the churches in Dublin & Glendalough and service times, resources for clergy and details of all the ministries operating in the dioceses.

Important diocesan initiatives such as our link with the Diocese of Jerusalem, the Diocesan Refugee Housing Appeal and the Come & C programme are also highlighted. The website is regularly updated with news and photos from all over Dublin & Glendalough. The upcoming events section is particularly popular as it enables parishes and diocesan organisations to publicise their activities as well as presenting a detailed picture of an active community.

The Diocesan Website is a window to the dioceses and is visited by people from all over the world. The DCO welcomes contact from parishes and diocesan organisations with news and photographs of events and celebrations and is delighted to feature them on the Diocesan Website where possible. The DCO can be contacted by email at dco@dublin.anglican.org.

Social Media

Our social media platforms continue to be a strong element of diocesan communications. The United Dioceses continues to improve its reach on Facebook (facebook.com/DublinandGlendalough) and Twitter (@UnitedDioceses), thus enabling contact with new audiences.

The following on both Facebook and Twitter has been growing steadily and offers a great way to share news of special services, events and celebrations. Details of fetes, recitals and lectures can be shared and retweeted by the DCO who encourages as many people as possible to 'like' the Facebook page and follow the dioceses on Twitter to help spread news of the work of the Church in Dublin and Glendalough far and wide. The dioceses also have a Flickr page (United Dioceses of Dublin and Glendalough) through which many photos from diocesan and parish events can be viewed and downloaded.

Broadcast Services on RTÉ

Church of Ireland parishes from around the country feature regularly on RTE's broadcast services. There is monthly access to our national television station which is coordinated for the Church of Ireland by Jacqueline Mullen. If your parish would like

to take part, you may even have a parish occasion which you feel might be of interest, please contact Jacqueline Mullen on broadcastservicesrte@ireland.anglican.org.

Choirs may also participate, particularly if they have a member of the clergy or a lay minister who they can call upon to lead the service.

Webcasting of Services

Services from both Christ Church Cathedral and St Patrick's Cathedral are broadcast live on the internet. People from Ireland and all over the world can log on to www.christchurchdublin.ie and www.stpatrickscathedral.ie to see the service webcast schedules.

Soul Waves Radio

Soul Waves Radio Supplies over 30 local and community radio stations throughout Ireland with news, reaction stories and features. Each week, three interviews, edited and ready for transmission, are broadcast and posted to their website (www.soulwavesradio.ie) reaching an estimated audience of 300,000. Topics are of a religious and social nature. Subscribers to the Soul Waves newsletter (available via the website) can be kept up to date with the latest interviews available on line.

Mrs Janet Maxwell is the Church of Ireland's representative to the board of Soul Waves Radio and works to ensure that the Church of Ireland is well represented. The Broadcasting Committee of the Church of Ireland is actively seeking volunteers who would be interested in becoming interviewers/presenters for Church of Ireland items on Soul Waves Radio. Training will be provided. For further details contact Janet Maxwell at janet.maxwell@rcbdub.org.

The Committee

The work of communications in the United Dioceses is guided and overseen by the Diocesan Communications Committee under the chairmanship of Dr Kenneth Milne. The committee members are:

Dr Kenneth Milne (Chairman)

Dr Raymond Refaüssé (Church of Ireland Correspondent to the *Irish Times*)

Ven Neal O'Raw (Diocesan Councils and Glebes and Finance)

Rev Nigel Waugh (Editor of *The Church Review*)

Ms Lynn Glanville (Dublin Communications Officer)

The Diocesan Communications Committee was established by Diocesan Councils and meets regularly. Its remit is, with the Diocesan Secretary, to provide support for the Dublin Communications Officer in the performance of her work which involves providing an efficient communications and administration system for the

generation, gathering and disbursement of news and information to the people of the dioceses, the wider Church of Ireland family and the Anglican Communion. The work of the Church in Dublin & Glendalough is also communicated to the broader community through local, national and sometimes international media.

Apart from contributing articles and photographs to *The Church Review*, the *Church of Ireland Gazette* and acting as web-editor for the Diocesan Website and content manager for social media, the DCO acts as press officer for the dioceses. She also works closely with the Archbishop of Dublin on media issues and plays a role in supporting communications matters relating to the wider Province of Dublin.

The committee is committed to improving communications and while many may regret it, we have to keep up with the times and make use of all the platforms available now. The Churches were found wanting, to their cost, when printing was invented and we need to learn from that experience! To that end, anyone who has suggestions that they feel would improve diocesan communications is always welcome to contact any member of the committee. They also encourage parishes and diocesan organisations to be innovative in their own communications methods.

EAST COAST RADIO (SUNDAY REFLECTION)

Thought for the Day – Morning Reflection

The thought for the day is on East Coast Radio on Sunday mornings. We acknowledge the clergy and laity who participate in this weekly broadcast and we say thanks to those who give feedback on the morning reflections. We also are very grateful to the management and staff of East Coast Radio.

ARCHBISHOP'S CHAPLAINCY TO HOSPITALS

Diocesan Hospital Chaplaincy Oversight Group:

Rev Canon Robert Warren (Chairperson)

Dr Melissa Webb

Mrs Joan Kirk

Rev Cathy Hallissey

Rev Canon Dr Daniel Nuzum (Consultant to the Group)

We thank Rev Fred Appelbe for the time and wisdom he has brought to the work of this group over the past few years and wish him well in retirement. We welcome Rev Cathy Hallissey who has completed one module of clinical pastoral education.

Overview of year

The chaplaincy group continues to develop and great relationships are being built. We thank Rev Patrick Lawrence who covered St Vincent's while Hilda Plant was on sick leave. Rev Terry Lilburn was appointed to the Mater chaplaincy as a half-time post with effect from 1 March 2018 and also continues to provide chaplain services to St Vincent's when time and patient lists allow. This freed up Alex Morahan to provide additional services to Tallaght and St James' Hospitals. We are sorry to lose Alex who has now taken up a post as chaplain in Kilkenny College. We wish him every blessing in this new role. At the time of writing this report, the work of replacing Alex is underway. In the meantime we are very grateful that Rev Patrick Lawrence and Rev Bernie Daly can assist to fill gaps as and when they occur.

Thanks to Rev Canon K Brew, Rev N McCausland, Rev Canon A Shine, Rev Lesley Robinson, Rev S Farrell, Rev W Olhausen, Rev John Tanner, Rev Canon G Hastings and Rev Nigel Pierpoint for agreeing to provide emergency services where necessary. If there are other clergy who would be willing to go on the rota, where the experience of call outs is minimal, the office would be delighted to add their name, which would mean that the above would have to be 'on call' less often.

There are many other clergy in the Dioceses who provide chaplaincy services to smaller public facilities and the Oversight team, together with the Archbishop, would like to thank them for their continued service to this important ministry.

Training and Continuing professional development

From 1 January 2018 it is mandatory for accredited Healthcare Chaplains working in the public sector to document at least 30 hours of CPD per year. 'Bereavement Through the Lens of Ministry' was a training day offered by the Dioceses to all those who provide hospital chaplaincy. This event was held in Church House with Bruce Pierce and Patrick Ryan both speaking on the topic. In addition Hilda,

Olwen, Terry and John attended the National Association of Healthcare Chaplains Annual Conference in Galway. Rev Nigel Pierpoint has now completed one unit of Clinical Pastoral Education. We congratulate him on completion of this first unit.

Beaumont Hub: Beaumont, Cappagh and Connolly Hospitals. Mrs Olwen Lynch provides chaplaincy services to these three hospitals.

“Over the last year I have had the privilege of meeting many people from all walks of life in my role as hospital chaplain. It never ceases to amaze me how patients and their families are so willing to welcome me into their world, very often, at a very difficult time in their lives. I have had the honour of meeting people from all corners of the country as they have come face to face with the fragility of life. More often than not, patients have a positive outcome from their hospital stay but it is an almost daily reminder to me that the most precious things in all our lives are the people we share life with. It is my hope and prayer that I might treasure the encounters I have with patients and their families as well as with the people I share my life with, as none of us knows what tomorrow may bring. I am regularly reminded of the passage in Matthew 6 where Jesus reminds us not to worry about what we will eat or drink or what we will wear since our Father, who cares for the birds and the crops, cares so much more for us. My hope is that as I serve God in our hospitals and as I meet people with great worries and anxieties, that the peace of God which passes our understanding would be something which would be attained by patients, families and staff.

It is my privilege and honour to serve God in this role and I am continually being taught new things by the people I meet.”

Olwen Lynch

Mater: Terry Lilburn provides chaplaincy service to the Mater and also assists Hilda Plant in St Vincent’s when time permits.

As a hospital chaplain, one of the questions that I am frequently asked is “Don’t you get very depressed being around all those sick people all the time?” The immediate answer is “No, not at all” and for a number of reasons. Admittedly, one’s role is not like that of a doctor, nurse or care assistant, who often see a very positive outcome to their work. In our work, the results are far less quantifiable, but that does not mean (a) that it should not be done and (b) that it should be result based. “Are any among you sick? They should call for the elders of the church and have them pray over them, anointing them with oil in the name of the Lord.” (James5:14). Whilst anointing with oil is something that we do only rarely, we regularly offer prayer on behalf of those who find themselves in circumstances that may be difficult to cope with. This can be particularly important prior to a procedure or immediately following. The majority of the work however is concentrated on supporting patients and their families during a stay in hospital

and it is the hope that they will be restored to the place from which they came that sustains them and us.

The chaplains appointed to the various hospitals make a very large number of visits to patients in the course of a week and we are supported and sustained in this work by very many people and it would be impossible to do so without their help. To the families of those who find themselves in hospital, please, please, get in touch with your rector who will in turn alert the chaplain that someone close to you may require a visit. (With GDPR restrictions this is all the more important). Thank you also to our “back-up” team who do so much to serve and protect their “front-line soldiers.”

Terry Lilburn

St Vincent’s Hub. Ms Hilda Plant works in a full time capacity providing chaplaincy services to St Vincent’s Hospital. Hilda is sometimes assisted by Rev Terry Lilburn when the demands of the Mater are less pressing.

In my role as a full-time Church of Ireland chaplain I am primarily responsible for Pastoral Care in St Vincent’s Hospital. While utmost care is given to those listed as part of the Anglican Communion I am continuously aware and involved in the wider workings of hospital life. Working as part of the wider Multi-Denominational Chaplaincy Team affords each of us as chaplains both the full support of our colleagues and the opportunity to assist one another through issues of concern in an ever-changing environment. Together we attend regular team meetings where, as a valued member the Church of Ireland, we have a voice. Contributions to the liturgical life of the hospital are part of my responsibility as is staff support and mentoring of Clinical Pastoral Education students.

That most important area of Palliative Care finds me well known to the Palliative Care Team and as part of a Multi-disciplinary Team we are an intrinsic link to the holistic care of our End of Life patients and their loved ones. Palliative Care information is available following weekly meetings and it is my responsibility to be familiar with my patients and their most current prognosis. This may seem and in part is our role as a professional healthcare chaplain yet the greater spiritual/emotional needs are always paramount in caring for the suffering, the vulnerable or those simply coming to terms with the whirlwind of emotion that can claim one in times of uncertainty. Part of the process of spiritual assessment is helping the patient connect their changing circumstances with their spirituality/faith tradition where appropriate.

Hospital admission staff, who are responsible for the religious listing of patients, although excellent, work under the limitations of the information system. As patients who arrive to the hospital through the Accident and Emergency Department are not listed until they are allocated a bed on the ward, we are often

not aware of their presence. A&E can be a stressful experience and it is most helpful to be informed directly on our emergency number by family/parish. Similarly those patients who come directly to the Intensive Care Unit are often not listed at time of admission and sometimes do not come to our attention.

Continual Professional Development is ongoing and essential both in meeting the criteria outlined for accredited Healthcare Chaplains working in the public sector and most especially an opportunity to address best practice as we continually strive for standards in the world of our profession. As a member of the Chaplaincy Accreditation Board whose role is to provide professional advice and accreditation in changing times, we are constantly aware and strive to implement adept standards.

Throughout the year I have had the opportunity and privilege to speak at a number of venues giving reflections on the work of a Healthcare Chaplain.

Each year in writing this report I am certain to acknowledge the work of the ordained ministry in support of hospital chaplaincy and in particular in liaising re parishioners who find themselves admitted to wards. I am deeply grateful for the support of clergy and our shared ministry to those whose lives they have journey with and know far more of in advance of their admission. It is comforting also, with permission from the patient, to return them to the care of their rector.

In conclusion, I am deeply grateful to the Chaplaincy Oversight Committee which is a continuous support of our vital ministry. I acknowledge the retirement of Canon Fred Appelbe and appreciate sincerely his support and pastoral presence through the years while welcoming his successor Rev Cathy Hallissey. I would also like to thank Mrs Jennifer Byrne most sincerely for her incredible contribution to the life that has evolved from her commitment to the process of building the team of chaplains within the Diocese of Dublin and Glendalough. Every good wish goes to her in her retirement and we welcome Ms Vicki Hastie to our committee. I am also deeply grateful to Canon Robert Warren whose wisdom and corroboration of essential professional standards is ongoing and consistent.

Hilda Plant

Remuneration towards the cost of chaplaincies in Public Hospitals is received from the Department of Health & Children (through the Health Service Executive) under the **Archbishop's Chaplaincy**. The annual amount for distribution is set at €222,701 to cover the provision of all services including administration and training.

HOMELESS INITIATIVE – Irish Refugee Council

Funds raised through our “A Place to Call Home” Appeal have helped to resource the Irish Refugee Council’s (IRC) crucial work in providing transitional supports for those moving on from the direct provision system. At present there are more than 600 people with status to remain in Ireland who are still living in direct provision and who have been unable to move on. The hurdles moving from an institutionalised setting into independent living are significant. As the system becomes overtaxed, in some instances individuals with status are being moved from direct provision into emergency homeless accommodation, while chronic shortages of space in direct provision centres have meant hundreds of asylum seekers being housed ‘temporarily’ (sometimes for several months) in bed and breakfast accommodation, being moved from place to place, and at times in remote areas lacking in public transportation, all of which seriously inhibits any efforts at integration in wider society.

Here is a snapshot of IRC’s work so far:

- **71 people (including 41 children)** have been welcomed home into donated properties (from AMRI and others), converted to make them suitable for individual living units;
- Of those, **9 adults are in employment** and **13 are in education**. All school age children are enrolled in school. And **4 babies** have been welcomed into the world into a family home instead of a direct provision centre!
- Aside from those housed in donated properties, IRC supports have helped an additional **60 people** navigate the bureaucracy around HAP (Housing Assistance Payment) and move from direct provision into private rented accommodation.

The committee is grateful to parishes and individuals across the dioceses who have contributed towards this fundraising effort to support IRC’s critical work. As of August 2019, the United Dioceses have raised €189,364. We were delighted last year that the appeal was highlighted in the diocesan schools service and the collection of €966.50 was designated for this purpose. We have also been greatly encouraged to see parishes across the dioceses designate Advent, Lent and other special collections for A Place to Call Home. An informational update was sent out to diocesan clergy in June of this year and we are delighted that several parishes have indicated that they will designate their Harvest services in aid of the appeal. While we are still some distance from the originally stated goal of €300,000.00, we hope that individuals and parishes across the United Dioceses will continue to make donations up to the end of the year to help A Place to Call Home finish strong.

The transitional supports provided by IRC, assisting individuals and families who have survived conflict, trauma and loss, are intensely relational and are specific to each unique circumstance and challenge. The impact on the lives of those moving on from the dehumanising system of direct provision is priceless. It is truly a transition from a place of marginalisation to a fresh start and a place of dignity and belonging.

WHO CARES FOR THE CARERS?

Who Cares for the Carers? is the initiative that resulted from a report compiled by a group chaired by Rev John Tanner. The Archbishop used this report as the basis for providing sensitive and discreet care and support to clergy in acute and specific need.

The initiative offers support to clergy in areas of mentoring (for new incumbents), mediation, spiritual accompaniment, professional counselling and retreats.

The Pastoral Support team consists of external professionals in the areas of counselling and mediation along with a team of mentors, spiritual attendants and the availability of retreats at two excellent retreat centres in Ireland.

Clergy wishing to avail of any of these supports can do so by contacting the Archbishop's secretary in the strictest confidence.

CLERGY REMUNERATION & BENEFITS

(Facts on clergy remuneration and benefits are included in the Report not just for the information of Synod members, but as a historical reference source.)

Stipends: The General Synod Minimum Stipend and the Diocesan Minimum Stipend in 2018 were €37,480 and €39,140 respectively.

There has been no change in the rules applying to the calculation of curate stipend. In 2018 the Standing Committee agreed an increase of 1% be applied to the Minimum Approved Stipend for 2019 in the Republic of Ireland.

Locomotory Allowances: It was agreed by the Representative Body in 2016 that from 1 January 2017, the rate of locomotory allowances be set at Revenue authority approved rates, plus an additional rate which would be subject to social insurance payments. The Dioceses made no adjustments to the rates payable in 2017 or 2018 which continued to be based on the following:

• Curates Assistant	9,750 km	=	€6,350
• City & Suburban Rectors	17,000 km	=	€9,100
• Rural Rectors	21,000 km	=	€10,600

To ensure compliance, from 1 January 2019, locomotory rates payable to clergy are calculated on the following basis for social insurance purposes:

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	37.95c	40c	39.86c	40c	44.79c	35c
2	1,501-5,500km	70.00c	18c	73.21c	15c	83.53c	7c
3	5,501 - 25,000km	27.55c	15c	29.03c	13c	32.21c	8c
4	25,001km & over	21.36c	14c	22.23c	12c	25.85c	8c

As can be seen from the above table, to calculate the correct allowance, it is necessary for each member of the clergy to inform the Diocesan Office of their car's engine capacity and approximate annual mileage. Clergy changing their cars should inform the office. All parishes, groups and unions are assessed for the same amount of contribution towards the Locomotory Allowance (€9,350) and it is not envisaged that this will change for 2020.

It is essential that clergy keep good records of motoring expenses incurred in the carrying out of their duties thus enabling accurate claims for motoring expenses as part of the completion of their Income Tax returns.

Office Expenses Allowances: The Office Expenses Allowance for 2019 remain unchanged at €1,500, with curates assistant continuing to receive an allowance which is 50% of that payable to incumbents.

Standard Assessments for Clergy Costs: The standard assessment on parishes, groups and unions for a rector in 2019 is as follows:

	€
Diocesan Minimum Stipend	39,521
Locomotory Allowance	9,350
Office Expenses Allowance	<u>1,500</u>
	50,371
Clergy Pension - Cure	4,921
Clergy Pension – Member	3,786
Pay Related Social Insurance	<u>2,715</u>
Standard Assessment	
(for incumbents and vicars)	<u>61,793</u>

Pension Schemes for Stipendiary Clergy: The Representative Church Body (RCB) acts as Sponsor of clergy pension arrangements.

The Clergy Pensions Fund (CPF), a defined benefit scheme, closed to future accruals and new members on 31 May 2013. From 1 June 2013 the Church of Ireland Clergy Defined Contribution Pension Scheme (CDCP) was implemented. The total contribution rate to pension schemes is 32% of MAS and is broken down as follows:

2019

CPF levy (to meet deficit under funding proposal)	13%	€4,921 (on each cure and recognised office)
CDCP (diocese/parish)	8%	€3,028 (per member for member's pot)
CDCP (diocese/parish)	2%	€ 758 (death in service benefit)
Total diocesan pension contribution	23%	
CDCP (clergy)	9%	(deducted from stipend)
Total pension contributions	32%	

The CPF levy of 13% is payable in respect of all cures and recognised offices to assist in meeting the CPF deficit over the period to 2023 as agreed with the Pensions Authority. As stipendiary positions have benefitted from the service of

CPF members in the past the responsibility of funding the deficit is a shared responsibility.

The scheme rules were amended during 2016 to permit contributions from clergy continuing in service after Normal Retirement Age, following Statute Ch. IV of the General Synod 2016.

Diocesan Shares Scheme: In accordance with the Diocesan Financial Plan, those parishes which participated in the original “Shares Scheme” (set up in the 19th century) continue to receive the standard contribution (€18,750 overall) towards the stipend. In addition, in 2017 those parishes involved are receiving a pro-rata share of a surplus of €25,985 (Total €44,735) resulting from the re-investment of the capital in 1992.

Assessments for Diocesan Obligations: The Diocesan Obligations Contribution (DOC) covers Diocesan costs other than the stipends, allowances and contributions in respect of parochial clergy and those of Christ Church Cathedral. In addition to the Central Episcopacy Assessment on the Dioceses, the share of the fund needed by the Priorities Fund and the cost of the Child Protection Officer, the DOC covers the outlay for diocesan youth work and communications, office costs, dignitary payments, post-ordination and non-stipendiary clergy training and Diocesan grants, among a wide range of other items.

The assessments are issued after the Councils’ meeting in December each year. Parochial honorary treasurers are given details as to how the overall assessment is made up. This information should then be passed to their select vestries so that they are clear and concise about what is covered by the assessment each parish has to pay to the Councils, emphasising that the maintenance of the ministry must be the first financial priority.

Clergy and Ministry Protection Fund: The Severance Fund was established under Statute Chapter XVI of 2003 to enable financial settlements to be made to clergy agreeing to withdraw permanently from stipendiary ministry following a process of mediation. Funding was by means of a diocesan levy. As the Fund was not accessed for many years, the levy has not been collected since 2008. General Synod in 2015 agreed to broaden the scope of circumstances in which the Severance Fund could be accessed to include provision for cases of permanent incapacity on medical grounds. The Fund was also renamed the ‘Clergy and Ministry Protection Fund’. Collection of the levy was reintroduced in 2017 and is paid from those monies collected by way of Diocesan Obligation.

OUTSTANDING ASSESSMENTS

There were no parishes with assessments outstanding at 31 December 2018.

VACANCY & RELIEF DUTY (including holiday) RATES and PASTORAL CARE ALLOWANCES

The rates payable to retired and non-parochial clergy taking services during **vacancies, illnesses** and **holidays** for the triennium commencing January 2018/20 are as follows, but see also the notes below:

<u>Services:</u>	One	€60
	Two (or more on the same day in the same parish/group/union)	€100
<u>Mileage:</u>	(including Non-Stipendiary Ministers and Lay Readers)	€0.80

- Notes: (i) Without prejudice to existing situations or customs, select vestries are required to bear the cost of relief duty for reasonable periods of holidays except where a parish, group or union also has a curate assistant.
- (ii) On the basis that they will continue to receive the full stipend and allowances for up to six months of sickness - thereafter the situation depends on individual circumstances - clergy are required to bear the cost of Sick Duty Relief; this can be afforded out of either their Disability Benefit or out of a State pension where they have reached the age at which this is payable. See page 76 – sections a) and b).
- (iii) While Non-Stipendiary ministers and lay readers may not receive payment for taking services, they should in all cases be adequately recompensed for out-of-pocket expenses such as travelling, meals, telephone calls, stationery etc. A minimum payment applies in these cases. Those concerned should seek reimbursement from the Diocesan Office.

During a vacancy, the Archbishop appoints a priest to be in Pastoral Care of the vacant parish. The Pastoral Care Allowance is €100 per week.

In most dioceses a vacant parish continues to pay an assessment for clergy costs throughout a vacancy, and the diocese pays for the vacancy duty. However, in the United Dioceses of Dublin and Glendalough, a **vacant parish does not pay the assessment for clergy costs** while it is vacant, but it does bear the costs of Vacancy Duty and the Pastoral Care Allowance. While this provides a substantial

saving to a vacant parish, the Councils allow this to happen on the basis that in a vacancy there is inevitably expenditure needed on the rectory.

Stipendiary Clergy: are not entitled to payment for services taken, though they are entitled to travelling (etc.) expenses.

Non-stipendiary Ministers & Lay Readers: a minimum payment applies for expenses at €50.00 unless the expenses incurred exceed this amount then the higher amount will be paid.

SICK PAY PROCEDURES

The cost of payments for Relief Duty is the responsibility of those on sick leave but will be administered by the Diocesan Office.

- a) Clergy who have not reached the State pensionable age should be able to avail of Disability Benefit under their Social Welfare entitlements. Those who are ill for more than one week should apply for this benefit without delay and on receipt of the benefit forward it in full to the Diocesan Office. The Diocesan Office will in turn pay for all relief duty.
- b) Clergy who have already reached the State pensionable age while still in the stipendiary ministry will not be able to claim under Social Welfare, but should already be in receipt of additional income by way of state pension: it is considered equitable that from this should be borne the cost of Relief Duty, and the appropriate amount forwarded to the Diocesan Office.

To avail of disability benefit a doctor's certificate should be forwarded to the local Social Welfare Office.

- c) In the event that an illness extends beyond a six-month period locomotory and office expense allowances will normally cease.
- d) Relief duty rates and travel expenses as laid down by Diocesan Councils will apply.
- e) During any period of illness parishes will continue to pay their full assessment to the Diocesan Office. Any over-payment in relation to locomotory and office expense allowances will be credited to the parish at the end of each calendar year, or on the resumption of full ministerial duty.

RECOVERY OF INCOME TAX ON DONATIONS TO PARISHES

With effect from 1 January 2013, tax relief for donations to approved bodies under Section 848A of the Taxes Consolidation Act 1997 is applied 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 of Ireland House, Dublin.

CHARITIES LEGISLATION

As reported last year, the Charities Regulatory Authority (CRA) attempted to migrate all applications for registration submitted by parishes in the United Dioceses of Dublin and Glendalough to a new platform. This proved unsuccessful and the process of registration for parishes once again was put on hold. It is anticipated that it will be April 2020 before this process restarts. It is expected that a bill to make the necessary changes to the Church of Ireland Constitution is to be brought to General Synod 2020.

Code of Governance

The Charities Governance Code explains the minimum standards required for the effective management and control of all charitable bodies. Good governance involves putting in place systems and processes to ensure that each charity achieves its charitable objectives with integrity and is managed in an effective, efficient, accountable and transparent way.

Download the code at:

<https://www.charitiesregulator.ie/media/1609/charities-governance-code.pdf>

Key dates relating to the Code:

- 2019 will be a year of learning and preparation for charities. The Charities Governance Code Toolkit provides guidance notes and templates to assist charities and charity trustees to meet all of the core standards outlined in the Code.
- 2020 will be the first year that registered charities are expected to comply with the Code.
- 2021 will be the first year that registered charities are expected to report on their compliance with the Code.

Parish Trustees

The charity authority has identified Select Vestries as trustee bodies of the parish. As the Select Vestry is responsible for lay employment in the parish and as employment legislation precludes one to contract with oneself, it follows that an employee of the parish cannot be a member of the Select Vestry. No employee of the parish should be nominated or elected to the Select Vestry. Paid organists, youth workers, parish secretaries, church sextons etc. are among those who cannot serve as members of the Select Vestry.

PAROCHIAL ACCOUNTS

In accordance with the Diocesan Financial Plan parishes continue to send to the Councils copies of their audited annual accounts; the Councils require to be made aware of any parish which fails so to do.

PARISH RESOURCES

The RCB have developed an online resource for parishes and dioceses. Parish Resources contains materials that are organised by topic such as Select Vestry; Parish Finances; Land & Buildings; People & Community; Generous Giving. Access to this resource is via the Church of Ireland website: www.ireland.anglican.org/parish-resources.

PROPERTY

Since disestablishment most of the real property of the Church of Ireland has been held in trust for dioceses and parishes by the Representative Church Body. This has provided a consistent approach in the management of Church property.

Guidelines for Renovation or Repair of Parochial Property

This procedure should be observed by any parish intending to undertake works of repair, renovation, or alteration to churches or other parochial property. This does not apply to work which could be regarded as normal routine maintenance. However, Councils does need to be informed of any expenditure on Churches which exceeds €25,000 and in all cases where structural changes are being made a recommendation from the Dioceses must be obtained together with RCB approval before any work can commence.

1. A written request for approval to carry out the work must be submitted by the Honorary Secretary of the Select Vestry to the Diocesan Glebes Secretary for the consideration of the Glebes Committee.

The following documentation should also be submitted:

- i. Plans and/or specifications which adequately and clearly illustrate the proposal. These should be prepared by a suitably qualified professional person/practice and should indicate the identity of the designer.
 - ii. Copies of all statutory approvals. (If these are not to hand at the time of application they must be submitted as soon as they are available.)
 - iii. Details of the estimated cost of the work and a financial plan.
 - iv. Details of any grant applications being made.
2. On the recommendation of the Glebes Committee, the matter will be processed through the Diocesan Council and, if appropriate, the Representative Church Body for approval.

Note that application to the Glebes Committee should be lodged with the Diocesan Glebes Secretary not later than two working weeks before the meeting of the Glebes Committee which is normally held in February, April, May, July, September, and November.

LOCAL PROPERTY TAX

This tax came into effect from 1st July 2013, and is a tax payable on the market value of residential property as determined on 1 May 2013. Residential property was scheduled for revaluation on 1 November 2016 but this changed following the announcement in Budget 2016 that the revaluation date was being postponed until 1 November 2019. The form of valuation is under review by an all-party budgetary oversight committee in consultation with the Revenue Commissioners and the manner in which the tax will be re-evaluated and calculated was not yet clear at the time of going to print.

Residential properties within parishes are not exempt under the Finance (Local Property Tax) Act, 2012 and parishes are liable to pay the Local Property Tax in respect of these properties.

The tax is collected by the Revenue Commissioners and is initially paid by the Representative Church Body to ensure compliance with Revenue deadlines. The Representative Church Body in turn charge the Dioceses who then collect the tax from the parishes, the beneficial owners of the property.

GRANTS

Marshal Beresford Fund - grants for repairs to churches. The allocation of the income is made by the Archbishop of Armagh who does so in conjunction with his recommendations for grant assistance from the Church Fabric Fund. Full details are available from Church of Ireland House, Dublin.

Church Fabric and Development Fund: Since 1930, the Church Fabric Fund has been held for the repair of certain church buildings. The Fund is governed by Chapter X Part IV of the *Constitution of the Church of Ireland* and managed by the RCB. In May 2016, the General Synod approved amendments to the Constitution, renaming the fund as the 'Church Fabric and Development Fund' (CF&D Fund), amending Section 20 to extend the scope of the Fund to include the development of initiatives supporting the longer term mission of the Church, and specifying that income of the Fund post 1 July 2016 may be applied to this broader purpose. Rules to regulate the amended provisions have been approved by the Standing Committee of General Synod and are now in force. The changes allow the Fund to be used more widely than before, in order to more effectively serve the wider life, outreach and witness of the Church into the long term. Applications for use of local CF&D funds require Select Vestry, Diocesan Council and RCB approval with priority given to applications supporting initiatives that develop church and mission which impacts the locality and are sustainable in the medium term. Further details on the regulations governing the Church Fabric and Development Fund are at www.ireland.anglican.org/parish-resources/parish-finance.

All Churches Trust Limited

All Churches Trust Limited provides grants to Christian churches for initiatives with an emphasis on heritage, care and the community. It supports projects for the repair of and improvement to historic buildings, preservation of heritage, and initiatives around training, mission and church growth. Grants are made out of income derived from All Churches Trust Limited's wholly owned subsidiary, Ecclesiastical Insurance Office Plc. Full information and application forms may be obtained from the website www.allchurches.co.uk.

Built Heritage Investment Scheme and Historic Structures Fund

These are two schemes that are jointly managed by the Department of Culture, Heritage and the Gaeltacht and Local Authorities. They run from year to year with a limited application window, usually between November and February. Details are available from your local authority.

LEADER Funding

LEADER is a European funding initiative which is managed by the Department of Rural and Community Development. It enables local development by devolving decision-making to many different companies throughout rural areas in the republic of Ireland. Each LEADER organization administers a particular rural development fund and will have different priorities based on their local plan and the needs of the area. The Church of Ireland has benefitted from grants for building works which fall into relevant criteria, such as the upgrading of rural heritage and renewal and development works.

Further information on LEADER 2014-2020 may be found on the following websites:

www.pobal.ie/FundingProgrammes/LEADER/Pages/LEADER.aspx

<http://drcd.gov.ie/about/rural/rural-development/leader>

Country Air Association

The association was originally formed in the late nineteenth Century to enable needy parents, children and the unemployed to have a holiday in Ireland or perhaps a fare to England. There may be people in the parish who could avail of some assistance in planning a break. Please contact your Rector for more information.

CARE AND SHARE

In 2015 Councils agreed to set up a Care & Share Project. This project is aimed at providing support to struggling parishes; parishes who are willing to train curates yet cannot afford the full cost and those trying to establish new ministry initiatives.

The initiative is to reach out to those parishes that have reasonable surpluses beyond their own needs and are willing to provide support to those parishes who are struggling. This is not a new central fund but a year on year mechanism of support.

One parish application for a grant in respect of 2018 was received and approved for payment in early 2019.

Councils are most grateful to those parishes that have supported this project.

REVIEW of DIOCESAN SYNODS

Following on from the amendments to Standing Orders agreed at the 2013 Synods, the Synods are being held on one night only.

It was agreed that automatic re-nomination to Committees be discontinued.

In accordance with Chapter 2.10 of the Constitution the lay members of Councils elect one lay member per one licenced cleric and in accordance with Chapter 2.11 the Councils elect eight lay members per diocese (i.e. 16).

Following Diocesan Synods 2018, Councils agreed to review synod structures and procedures and at their December meeting, tasked the Hon. Secretaries of Diocesan Synods to conduct a survey of synod members. The response indicated that the present one night format should continue and there was strong support for the idea of including a break-out session. It was agreed that the Hon. Secretaries make the necessary changes and recommendation in consultation with the Archbishop other than ones confined under Standing Orders of the Diocesan Synod.

DIOCESAN FINANCIAL PLAN

The Plan of Financial Arrangements adopted at the 2013 Diocesan Synod sets out the strategy for the management of the finances of the Dioceses. Copies of the Plan are laid on the table at Diocesan Synods.

MISSION PLAN

In accordance with the Financial Plan agreed by Synod in 2013 a Diocesan Mission Plan is to be drawn up annually.

The purpose of the Plan is to clearly set out the United Dioceses aspirations for the year ahead duly budgeted. Diocesan Councils at their September meeting make decisions where costs are involved on how such Mission can be incorporated within Diocesan budgets. This Mission Plan is to be laid on the table at Synod annually, setting out the vision/mission of the United Dioceses for the coming year. The Mission Plan for the year commencing 1st January 2020 will be available at the 2019 Diocesan Synods.

GENERAL DATA PROTECTION REGULATIONS (GDPR)

On 25th May 2018 the General Data Protection Regulations (GDPR) came into effect and placed responsibilities upon how organisations, including Church of Ireland dioceses and parishes, manage personal data.

The Data Protection Officer for the Church of Ireland, Rebekah Fozzard, provided training to all staff in Church House, including staff in the Diocesan Office, ahead of the Regulations coming into effect. Rebekah also produced a number of very useful guidance documents to assist parishes and dioceses with the implementation of GDPR, including a Parish handbook which was made available at the seminar for parishes which took place in Taney Parish Centre on 23rd May 2019. The seminar was well attended and Rebekah facilitated a question and answer session as well as giving practical advice and guidance on data protection issues. One to One Sessions were also offered to parishes who had a particular issue or difficulty they wished to discuss in detail and two parishes in these dioceses availed of that opportunity.

There is a wealth of information available on GDPR on the Church of Ireland Parish Resources website: www.ireland.anglican.org/parish-resources. Individual data protection queries can also be sent to dataprotection@rcbdub.org.

VALUE ADDED TAX (VAT) COMPENSATION SCHEME

In Budget 2018 the government introduced a VAT Compensation Scheme for Irish Charities. The scheme aims to reduce the VAT burden on charities and to partially compensate for VAT paid by the charity. The first year of eligibility was the calendar year 2018 and the claims process was facilitated through the Revenue Online Service (ROS). Claims can be submitted between 1 January and 30 June each year. For example, VAT paid on expenditure in 2019 can be claimed between 1 January and 30 June 2020. Charities can submit one claim per year which should relate to VAT paid in the previous year only. The scheme is currently capped at €5m per annum and will be reviewed after three years in operation. It is likely that the total amount of claims in each year will exceed the capped amount and refunds due will be paid to charities on a pro-rata basis.

In 2019, parishes with their own Charity Number were able to make claims themselves direct through ROS. The Diocesan Office made a consolidated claim on behalf of those parishes without a Charity Number. Repayment of claims is expected to take place towards the end of 2019.

CHURCHES & PARISH BUILDINGS

GENERAL

The Representative Church Body (RCB): The RCB, the corporate body appointed to represent the Church of Ireland at disestablishment, is the legal owner of the vast majority of churches, graveyards, halls and parish centres, glebes and other parish properties. The RCB holds properties, endowments and other funds in trust for parishes, the dioceses and the Church as a whole. However, the RCB, a trustee body in perpetuity, is precluded from carrying out any transactions on property or financial assets vested in it for parishes unless the local diocesan council has given a recommendation so to do. Parishes may carry out repairs to and re-decoration of properties without permission, or in certain circumstances by completing a “Form of Consent to Alterations”, but structural work on any property vested in the RCB must be approved by that body - following a recommendation from the relevant diocesan council - before it is undertaken. Similarly, any transaction requested by a parish involving its funds or endowments held by the RCB must first also be recommended to that Body by the Diocesan Council. The use of proceeds arising from the sale of glebes or glebe lands is covered in the Constitution of the Church of Ireland (Section 4 of Chapter 13) under what are known as the “Glebe Rules”. The rules stipulate that, where a satisfactory residence has been provided, or it is unlikely that a residence shall be required in the future, it may be possible, with a recommendation of the diocese and approval of the RCB, for capital sums to be expended by the parish on a capital project. There is no provision that such sums expended need be replaced, although in particular cases a parish may decide to do so, if possible, as a matter of prudence.

CHURCHES

Material Expenditure on Churches: Whether or not a recommendation to the Representative Church Body is required for approval of planned expenditure on churches, the Councils continue to require to be informed of any planned expenditure on a church in excess of €25,000.

Church Inspection Scheme: Established in 1988 a scheme which laid down that in 1995 and every ten years thereafter a professional inspection of each church in the United Dioceses was to be carried out by an Architect. Councils agreed that Chartered Building Surveyors and Chartered Engineers, acting in their professional capacities, could be added to Architects as the professionals acceptable for the carrying out of the inspections doing so in a professional capacity. In the fifth year after each full inspection, the Councils require an Infestation Inspection on each church to be carried out.

**COUNCIL’S RECOMMENDATIONS to the
REPRESENTATIVE CHURCH BODY
2018/2019**

Recommendations – Churches

Athy: The drawdown of funds from the sale of glebe land at Athy for the conservation works required on Athy and Kilberry Churches and repairs to Athy Old Parochial Hall.

Blessington: The removal of an old disused chimney on the side of St. John’s Church, Cloughleagh, Manor Kilbride.

Castlemacadam: That Cignal Telecommunications Company be granted the right to a license agreement for the installation of telecommunication equipment at Holy Trinity Church, Castlemacadam, subject to the RCB’s normal terms, conditions and assurances.

Coolock: A recommendation for new accessible toilet facilities at St. John’s Church.

Dalkey: Vodafone Ireland Ltd. be granted the right to a licence agreement for the installation of telecommunications equipment in the tower of St. Patrick’s Church, Dalkey, subject to the RCB’s normal terms, conditions and assurances for such installations.

Glenageary: A recommendation to enter into an agreement with “3” for the installation of mobile equipment in the spire of the Church alongside equipment that Vodafone have in situ for many years.

Kilternan: The drawdown of funds for necessary repair and maintenance to the Church roof and spire.

Irishtown: A recommendation to enter into an agreement with Dublin City Council under the Dublin Waste to Energy Community Gains Project Grants Scheme 2017 in order for the Parish to obtain a grant for alteration and refurbishment to St. Matthew’s Church.

St. Bartholomew’s: The drawdown of funds for the completion of the church renovation project.

Whitechurch: Permission to replace the existing wooden ramp at the side entrance to the Church with a new permanent stone construction.

Recommendations – Ecclesiastical Residences & Glebe Lands

Arklow: A recommendation for the parish to relocate the existing entrance to the Rectory in the interest of traffic safety.

Athy: The lease of two rooms in the Parish Centre and the Sunday Club room under agreement for 18 months.

Castleknock & Mulhuddart: A recommendation for the parish to erect a columbarium wall in St. Thomas' Mulhuddart Churchyard.

Castlemacadam: A recommendation for the sale of the present Rectory situated at Castlemacadam, Avoca, Co. Wicklow.

Crumlin: The use of the proceeds arising from the sale of the site at the rear of the Church towards the repair to the graveyard wall.

Dunganstown: A recommendation for the proposed multi-functional building project in Redcross.

Killiney, Ballybrack: A recommendation for the installation of additional toilet facilities in St. Matthias' Parish Centre.

Kiltarnan: Approval to accept minor alterations to the plans of the Parish Centre to retain an existing oak tree.

Rathdrum: A wayleave to lay sewerage pipes through glebeland for the development of a community amenity in the area.

Monkstown: The drawdown of funds from the sale of the former curate's house and from the sale of the former St. John's Church to restore and renovate the listed schoolhouse in the grounds of Monkstown Parish Church in order to provide a multi-purpose parish hall for parish and community use.

Rathmines with Harold's Cross:

A recommendation in principle for the proposed redevelopment of the Rectory site by demolishing the present Rectory and building nine units on the site, developing it to its full potential as per the plans received.

Permission to allow the planning application for this project to be lodged with Dublin City Council by the Architect.

The drawdown of trust funds to finance the proposed development.

The drawdown of the funds held from the sale of Harold's Cross Church under the Church Fabric and Development Fund.

St. George & St. Thomas: A recommendation for the drawdown of funds amounting to €40,000 for the necessary repairs/renovations to St. George's Rectory, 96 Lower Drumcondra Road.

St. Patrick's Cathedral: A recommendation that approval be given for a small area of Cathedral property be swapped for a similar sized area with Dublin City Council as per the maps supplied.

Tallaght: A recommendation for the drawdown of funds to cover the acquisition by the parish of the Diocesan Board of Education's interest in the Tallaght Cottage and the cost of the necessary repairs and renovation to the property.

Other Matters

Adult Safeguarding Panel: Councils ratified the individuals nominated by the Archbishop as members of the Adult Safeguarding Panel - Rev Canon Sonia Gyles, Ven Neal J O'Raw and Ms Susie Keegan.

Child Safeguarding Trust Panel: Councils ratified the appointment of Rev Nigel Waugh to replace Rev Abigail Sines as a member of the Diocesan Child Safeguarding Trust Panel. The other members are Ven D A Pierpoint and Ms Stella Mew.

Graveyard Charges and Garden of Remembrance: Revised charges were agreed for St. Andrew's Malahide, Tullow, Dunganstown, Kilbride, and Whitechurch.

Sabbatical Leave: A formal policy on Sabbatical Leave for Parish Clergy was approved.

St. Catherine & St. James with St. Audoen: It was noted that the Trustees of the Ancient Parish of St. Catherine agreed to purchase the property at 90 Elford Terrace, Donore Avenue.

Vacancy Commission and Quinquennial Inspection Reports: Reports were received on the rectories of Castlemacadam, Swords, Powerscourt, Greystones, and Delgany.

Priorities Fund: The Councils supported a number of applications to the Priorities Fund before the end of October 2019.

At the Councils meeting in March, Greg Fromholz addressed members on his work with Young Adults in these United Dioceses.

At the Councils meeting in June, Ms Susie Keegan addressed members on her role as Diocesan Youth Officer.

EMAIL ADDRESSES

Where possible, the Dioceses uses email addresses to contact Synod members, members of church committees, parish secretaries and treasurers, as this is both time and cost effective for the administration within the Dioceses. To date, insufficient information has been received in order to use this method effectively, especially in respect of Synod members. **The documentation issued to parishes in respect of triennial elections requests this information. Please ensure that it is completed on the form.**

If you have provided this information and it has changed, please email secretary@dublin.anglican.org with your new email address.

THE BISHOPS' APPEAL

Set out below are the totals received from parishes within the Dioceses by the RCB (including emergency and special appeals) in 2018 and notified to the Dioceses:

Dublin

Balbriggan	€200.00
Boosterstown	€1,567.80
Bray	€500.00
Crinken	€1,000.00
Castleknock & Mulhuddart	€1,400.00
Chapelizod	€443.50
Christ Church Cathedral	€5,000.00
Clondalkin & Rathcoole	€400.00
Clontarf	€1,000.00
Crumlin	€275.00
Drumcondra	€285.80
Finglas	€105.00
Glenageary	€4,124.50
Holmpatrick & Kenure	€300.00
Howth	€4,343.00
Killiney Holy Trinity	€1,904.00
Kilternan	€1,182.50
Mageough Home	€1,083.70
Malahide	€1,200.00
Milltown	€445.00
Monkstown	€1,912.64
Raheny	€1,000.00
Rathfarnham	€1,400.00
Rathmichael	€2,570.00
Rathmines	€14,000.00
Sandford	€365.00
Santry	€460.00
St Ann	€250.52
Swords	€400.00

Taney	€4,000.00	
Tullow	€1,535.08	
Whitechurch	€3,211.19	
		€57,864.23
Glendalough		
Arklow	€1,600.00	
Blessington	€415.00	
Calary	€500.00	
Castlemacadam	€54.00	
Delgany	€7,523.86	
Greystones	€2,141.00	
Inch	€590.00	
Leixlip	€1,500.00	
Narraghmore & Timolin	€364.70	
Newcastle & Newtownmountkennedy	€650.00	
Newcastle Lyons	€1,425.00	
Rathdrum	€444.65	
		€17,208.21
Other Parish Donations	€76.20	€76.20
Total from parishes		<u>€75,148.64</u>
Other Donations		
Individual Donations		€5,050.00
Shillelagh No. 1 National School		€400.00
Castle Park School		€500.00
St Columba's College		€130.00
TOTAL		<u><u>€81,228.64</u></u>

Collection and recording of funds

The Bishops' Appeal endeavours to ensure that monies, given with generous spirit and desire to help, finds its way without delay to those who are so desperately in need.

Parishes are reminded that all contributions are now to be forwarded directly to the Bishops' Appeal at Church of Ireland House indicating the parish from which the donation is made as speedily as possible. The Representative Church Body has given assurances that procedures are in place which enable them to identify and analyse accurately all donations received.

Please note that the books close on 31 December, and all donations should be received prior to 31st December in order to be recorded in the Report for that year.

Full details of the procedures are available from **Church of Ireland Bishops' Appeal, Church of Ireland House, Church Avenue, Rathmines, Dublin 6. Telephone 01 4125639.**

OPERATING AND FINANCIAL REVIEW 2018

The accounts of the Dioceses of Dublin and Glendalough commence on page 94.

Commentary

The Statement of Financial Activities (SoFA) of the Dioceses of Dublin and Glendalough is shown on page 100.

The SoFA for 2018 and for the prior year shows the income, expenditure and investment gains and losses of the financial activities and funds of the Dioceses of Dublin and Glendalough. The accounts are formatted to show separately unrestricted funds and restricted funds. Unrestricted funds are those funds derived from assessments, investment income and other income which can be applied against general administrative functions of the Diocese. Restricted Funds income and outgoings are those derived from income and expenditure relating to specific purposes.

The full value of funds and the movements in funds in the year are shown on the SoFA and reflected in the Balance Sheet.

Incoming resources

Net incoming resources for the year are €4,825k being made up of €4,546k unrestricted and €279k restricted. Total income shows a decrease on the prior year of €114k (see note 2 of the Financial Statements).

Voluntary income of €4,317k is made up of assessments on parishes and other voluntary income and shows a decrease of €80k on the prior year due to parish vacancies.

Investment income of €88.6k remains level with prior year figures.

Income from charitable activities at €309k shows a decrease of €39k on the prior year reflecting a return to pre 2016 chaplaincy income rates. Income to the Care and Share scheme and the housing appeal were also lower than the previous year.

Other incoming resources at €90k and Other receipts of €21k show a total increase of the previous year of €5k. Other receipts are made up of receipts from parishes in respect of vacancy and relief duty and contra expenditure is included under other payments (note 3).

Resources expended

The expenditures for the year, summarised by function on the SoFA, are analysed by overhead category on page 106 (note 3 of the financial statements). Total resources used at €4,734k sees a decrease of €125k on the prior year.

The cost of generating funds at €3,835k for the year shows a decrease on the prior year of €142k. Costs include ministerial stipends and related costs, administration costs (which are made up of payroll & associated social insurance costs, office costs, insurance, etc.) and child protection costs. Where voluntary income sees a decrease as a result of vacant parishes there will be a corresponding decrease in the cost of generating funds.

The cost of charitable activities at €715k sees a decrease of €4.5k on the prior year. These costs include grants and allocations of €116.3k, a Priorities Fund donation of €69.3k, levies of €134.5k, costs relating to youth work of €93.5k and chaplaincy expenditure of €251.2k. The expenditure of €50k against the Housing Appeal is a transfer out to the Irish Refugee Council of funds raised in 2017/8.

Other resources used of €164k shows an increase on the previous year of €18.5k. This heading includes the cost of audit and other discretionary payments agreed by Councils. Other payments of €20k show an increase on 2017 of €3k and relate to payments made in respect of vacancy and relief duty.

The total of resources expended of €4,734k is made up of €4,479k which is chargeable against unrestricted funds and €255k against restricted funds.

Total funds movement

The SoFA shows a total decrease of €264k which is represented by an unrealised loss on revaluation of invested assets of €355k and an excess of incoming resources over expended resources of €91k.

Dioceses of Dublin and Glendalough

Charity No. CHY 7249

Financial statements

Year ended 31 December 2018

Dioceses of Dublin and Glendalough

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Dioceses of Dublin and Glendalough

Responsibility Statement

The Plan of Financial Arrangements passed by the Diocesan Synods of Dublin and Glendalough on 15th October 2013, requires the Joint Diocesan Councils to prepare financial statements for each financial year outlining the state of affairs of the Joint Diocesan Councils as at the end of the financial year and of the increase or decrease in funds of the Joint Diocesan Councils for that year. In preparing those financial statements, the Joint Diocesan Councils are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate.


The Joint Diocesan Councils confirm that they have complied with the above requirements in preparing the financial statements.

The Joint Diocesan Councils are responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Dioceses. They are also responsible for safeguarding the assets of the Joint Diocesan Councils and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and for the employment of competent financial management.

On behalf of the Joint Diocesan Councils

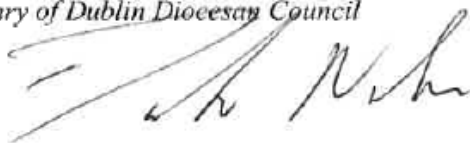
D.N. Caird

Lay Honorary Secretary of Dublin Diocesan Council



D. Neilson

Lay Honorary Secretary of Glendalough Diocesan Council





Independent auditor's report to the Joint Diocesan Councils of Dublin and Glendalough

1 Report on the audit of the non-statutory financial statements

Opinion

We have audited the non-statutory financial statements of Dioceses of Dublin and Glendalough ('the Dioceses) for the year ended 31 December 2018 which comprise the Statement of Financial Activities, the Balance sheet and the related notes. The non-statutory financial statements have been prepared for the reasons and on the basis of the accounting policies set out in note 1 to the non-statutory financial statements.

In our opinion the non-statutory financial statements of the Dioceses for the year ended 31 December 2018 have been properly prepared, in all material respects, in accordance with the basis of preparation and the statement accounting policies set out in note 1 to the non-statutory financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the non-statutory Financial Statements* section of our report. We are independent of the Dioceses in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

We have nothing to report on going concern

We are required to report to you if we have concluded that the use of the going concern basis of accounting is inappropriate or there is an undisclosed material uncertainty that may cast significant doubt over the use of that basis for a period of at least twelve months from the date of approval of the financial statements. We have nothing to report in these respects.



Independent auditor's report to the Joint Diocesan Councils of Dublin and Glendalough (*continued*)

Matters on which we are required to report by exception

ISAs (Ireland) require that we report to you if, based on the knowledge we acquired during our audit, we have identified information in the annual report that contains a material inconsistency with either that knowledge or the financial statements, a material misstatement of fact, or that is otherwise misleading. We have nothing to report in this regard.

2 Respective responsibilities and restrictions on use

Responsibilities of Members of the Joint Diocesan Councils for the non-statutory financial statements

As explained more fully in the responsibilities statement set out on page 1, the Members of the Joint Diocesan Councils are responsible for the preparation of the non-statutory financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of non-statutory financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the non-statutory financial statements, the Members of the Joint Diocesan Councils are responsible for assessing the Dioceses' 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 Members of the Joint Diocesan Councils either intend to liquidate the Dioceses' or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the non-statutory financial statements

Our objectives are to obtain reasonable assurance about whether the non-statutory financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's 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 non-statutory financial statements.



Independent auditor's report to the Joint Diocesan Councils of Dublin and Glendalough (*continued*)

A fuller description of our responsibilities is provided on IAASA's website at https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf

The purpose of our audit work and to whom we owe our responsibilities

Our report has been prepared solely to the addressee, as a body, in accordance with the plan of Financial Arrangements passed by the Diocesan of Synods of Dublin and Glendalough on 15th October 2013 and our work has been undertaken solely to enable us to report on the matters set out in that document. It has been released to the Dioceses on the basis that our report shall not be copied, referred to or disclosed, in whole (save for the Dioceses' own internal purposes) or in part, without our prior written consent.

Our report was designed to meet the agreed requirements of the Dioceses determined by the Dioceses' needs at the time. Our report should not therefore be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than the Company for any purpose or in any context. Any party other than the Company who obtains access to our report or a copy and chooses to rely on our report (or any part of it) will do so at its own risk. To the fullest extent permitted by law, KPMG will accept no responsibility or liability in respect of our report to any other party.

Colm O' Sé

30 August 2019

Chartered Accountants, Statutory Audit Firm
1 Stokes Place
St. Stephen's Green
Dublin 2

DIOCESES OF DUBLIN & GLENDALOUGH
Statement of Financial Activities for the period from 1 January 2018 to 31 December 2018

	Note	Unrestricted funds	Restricted funds	Total funds	Prior year total funds
Incoming resources	2	€	€	€	€
Incoming resources from generated funds					
Voluntary income		4,303,276	13,332	4,316,608	4,396,526
Investment income		88,597	-	88,597	88,575
Incoming resources from charitable activities		42,638	265,903	308,541	347,341
Other incoming resources		90,280	-	90,280	89,056
Other parish receipts		21,292	-	21,292	17,435
Total income		4,546,083	279,235	4,825,318	4,938,933
Resources used	3				
Cost of generating funds					
Cost of generating voluntary income		3,812,778	22,659	3,835,437	3,977,602
Charitable activities		482,055	232,875	714,930	719,419
Other resources used		163,956	-	163,956	145,362
Other parish payments		20,036	-	20,036	17,435
Total expenditure		4,478,825	255,534	4,734,359	4,859,818
Net income / (expenditure) resources before transfer		67,258	23,701	90,959	79,115
Other recognised gains / losses					
Gains / losses on investment assets		-	(354,964)	(354,964)	38,373
Net movement in funds		67,258	(331,263)	(264,005)	117,488
Reconciliation of funds					
Total funds brought forward		214,907	5,051,677	5,266,584	5,149,096
Total funds carried forward	9	282,165	4,720,414	5,002,579	5,266,584

Dioceses of Dublin and Glendalough

Balance Sheet

At 31 December 2018

		2018	2017
		€	€
Fixed assets			
	<i>Note</i>		
Tangible assets	4	261,442	261,442
Investments	5(a)	4,182,226	4,537,190
		<u>4,443,668</u>	<u>4,798,632</u>
Current assets			
Bank Account No. 1		19,411	62,118
Bank Account No. 2		14,369	36,397
RCB - Stipend and General	5(b)	650,856	470,047
RCB - Church Extension	5(b)	22,574	14,716
RCB - Supplemental Reserve	5(b)	8,172	-
Debtors	6	27,747	94,221
		<u>743,130</u>	<u>677,499</u>
Current Liabilities			
Creditors	7	184,219	209,547
		<u>184,219</u>	<u>209,547</u>
Net current assets		<u>558,911</u>	<u>467,952</u>
Total net assets		<u>5,002,579</u>	<u>5,266,584</u>
Funds employed	9	<u>5,002,579</u>	<u>5,266,584</u>

On behalf of the Joint Diocesan Councils

D.N. Caird

Lay Honorary Secretary of Dublin Diocesan Council

D. Neilson

Lay Honorary Secretary of Glendalough Diocesan Council

Dioceses of Dublin and Glendalough

Statement of Accounting Policies

1. Statement of accounting policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Diocesan financial statements.

(i) *Basis of preparation*

The Dioceses continues to prepare the financial statement in accordance with The Plan of Financial Arrangements prepared by the Diocesan Synods of Dublin and Glendalough on 15 October 2013 as required under those rules. As such these financial statements are not prepared in accordance with generally accepted accounting practice.

The activities of the Dioceses are regulated by the Diocesan Synod and where relevant, by the General Synod of the Church of Ireland. These activities consist of the administration of stipend, other provisions under rules determined by the Diocesan Synod and the collection of parochial assessments and levies towards the ministry of the Church at a diocesan and central level. The cost of maintaining the central administrative function of the Dioceses is recovered from parishes on an annual basis.

The financial report of the Dioceses of Dublin and Glendalough shows the financial outcome for the year in the provision of diocesan central services, and the administration of the co-ordinated activities of the Dioceses.

The financial information in relation to the activities of the Dioceses and their attributable assets is presented in columnar format in the Statement of Financial Activities ('SoFA') on page 5 and the balance sheet on page 6.

Dioceses of Dublin and Glendalough

Statement of accounting policies (*continued*)

Statement of financial activities (SoFA)

- **Unrestricted resources**

The column in the SoFA headed ‘Unrestricted Resources’ shows the income derived from assessments, and other income received, including investment income which can be applied against the general administrative functions of the Dioceses, as unrestricted income. This column also shows the changes in assets values of those assets directly employed in supporting the delivery of Diocesan activities.

- **Restricted resources**

The column headed ‘Restricted Resources’ in the SoFA shows income and outgoings for specific purposes, not applicable to the general activities of the Dioceses.

This column also shows the changes in value of the invested assets of the Dioceses, which are held for the long term to provide future resource to support diocesan activities, and in general have been derived from endowments and trusts provided specifically for that purpose.

(ii) Assessments on parishes and ministerial payments

Assessments on parishes represent amounts assessed on and due from, the parishes for stipends, locomotory and other allowances payable to the clergy, the employer contributions in respect of the Clergy Pension Fund and Pay Related Social Insurance and the Diocesan Obligations. The Dioceses pay the clergy and curates their entitlements by way of ministerial payments.

Dioceses of Dublin and Glendalough

Statement of accounting policies (*continued*)

(iii) Administration expenses

Administration expenses of the Dioceses include such grants and payments which the Diocesan Council decides are necessary and consistent with the discharge of the Ministry of the Church.

(iv) Tangible fixed assets

Tangible fixed assets are stated at cost. Freehold property is not depreciated as the Dioceses have a policy and practice of regular maintenance and repairs (charges for which are recognised in the Income and Expenditure account) such that the asset is kept to its previously assessed standard of performance and any consequent depreciation would be immaterial. The assets are reviewed annually for impairment and provision is made for any impairment of assets below their carrying amounts.

(v) Accounts with Representative Church Body

This represents funds held by the Representative Church Body of the Church of Ireland (RCB) as trustee for the Dioceses.

The invested funds are held by the RCB and carried at market value. Unrealised gains and losses and revaluation of funds to market value at each balance sheet date are recorded within other recognised gains and losses as a change in restricted reserves in the SoFA. Realised gains and losses on the disposal of investments are also included in the SoFA.

(vi) Pension contributions/payments

The Dioceses makes contributions to a defined contribution scheme on behalf of certain employees. All pension contributions made on behalf of employees and former employees of the Dioceses and pension payments paid directly to former employees (which are discretionary payments made by the Dioceses in respect of which the Dioceses has no legal obligation) are expensed in the Statement of Financial Activities in the year in which they are incurred.

Dioceses of Dublin and Glendalough

Notes to the Financial Statements

2. Statement of Financial Activities (SoFA)

Incoming resources

	2018	2017
	€	€
Incoming resources from generated funds		
Voluntary income		
Assessments on parishes	4,302,936	4,384,086
Other voluntary income	<u>13,672</u>	<u>12,440</u>
	<u>4,316,608</u>	<u>4,396,526</u>
Investment income		
Interest and investment income	<u>88,597</u>	<u>88,575</u>
Incoming resources from charitable activities		
Chaplaincy income (restricted)	200,430	229,196
Chaplaincy income (unrestricted)	42,639	45,661
Care & Share	1,150	3,750
Housing Appeal (see Note 3(a))	<u>64,322</u>	<u>68,734</u>
	<u>308,541</u>	<u>347,341</u>
Other incoming resources		
Sundry income (see Note 4)	28,225	29,593
Local Property Tax	<u>62,055</u>	<u>59,463</u>
	<u>90,280</u>	<u>89,056</u>
Other parish receipts	<u>21,292</u>	<u>17,435</u>
Total incoming resources	<u>4,825,318</u>	<u>4,938,933</u>

Dioceses of Dublin and Glendalough

Notes to the Financial Statements (*continued*)

3. Statement of Financial Activities (SoFA)

Resources used

	2018 €	2017 €
Cost of generating funds		
Ministerial payments and administration costs (Stipends, Salaries, pension contributions, office costs, insurances, etc.)	3,827,565	3,969,582
Child Protection Officer	7,796	7,944
Bishops' Appeal	<u>76</u>	<u>76</u>
	<u>3,835,437</u>	<u>3,977,602</u>
Charitable activities		
Chaplaincy expended	251,218	251,007
Grants and allocations (see note 3(b))	116,284	115,644
Central charges/levies (RCB)	134,476	137,064
Housing Appeal (see note 3 (a))	50,033	80,000
Priorities Fund	69,370	69,370
Youth (including camps)	93,549	66,334
Care & Share	<u>-</u>	<u>-</u>
	<u>714,930</u>	<u>719,419</u>
Other resources used		
Dignitary payments	67,270	66,491
Discretionary pensions payments	-	2,120
Local Property Tax	67,482	59,463
Sundry other expenses	<u>29,204</u>	<u>17,288</u>
	<u>163,956</u>	<u>145,362</u>
Other parish payments	<u>20,036</u>	<u>17,435</u>
Total resources used	<u>4,734,359</u>	<u>4,859,818</u>

Dioceses of Dublin and Glendalough

Notes to the Financial Statements (*continued*)

Note (a) Housing Appeal for Refugees

Monies donated to this appeal are being lodged, transferred to and expended through the No.2 Bank Account.

Note 3(b) Analysis of Grants and Allocations

	2018	2017
	€	€
Curates	-	15,000
Christ Church Cathedral	39,140	39,140
St Patrick's Cathedral	1,270	1,270
Come&C	8,738	-
800 Celebration	-	6,886
Council for Mission	*15,630	5,137
Lay Ministry	375	-
Ministry of Healing	-	1,000
Church Music	5,000	6,000
Taney Employment Bureau	-	*(1,359)
Theological Institute/Training	5,950	9,450
Library	1,000	1,000
Dublin Council of Churches	200	175
Safeguarding Trust Co-Ordinator expenses	5,283	4,599
Episcopal Supplementary Allocation	25,000	25,000
Diocesan camps	2,698	2,346
Other Grants	6,000	-
	€ 116,284	115,644
Priorities	€ 69,370	69,370
	€ 185,654	185,014

* Taney Employment Bureau closed in 2017 returning balance of grants to the Dioceses. The Diocesan Council for Mission closed its bank account and returned the balance to the Dioceses which reduced the 2018 grant.

Dioceses of Dublin and Glendalough

Notes to the Financial Statements (*continued*)

4. Tangible fixed assets

Diocesan Residence

Cost

At 1 January 2018 and 31 December 2018

€

261,442

The carrying value of the residence was reviewed at year end and in the opinion of the Members of the Joint Diocesan Councils; the carrying value of this property is not less than its recoverable amount.

Rental income of €17,090 (2017: €17,529) is included in sundry income.

5. Accounts with Representative Church Body

(a) *Investments*

	2018	2017
	€	€
Stipend and General	3,674,332	3,986,743
Church Extension	248,853	270,011
Supplemental Reserve	<u>259,041</u>	<u>280,436</u>
	<u>4,182,226</u>	<u>4,537,190</u>

Investments which are held by the RCB on behalf of the Dioceses are carried at market value in accordance with the accounting policies.

(b) *Cash held with the RCB*

Cash accounts held by the RCB on behalf of the Dioceses are listed on the balance sheet.

Dioceses of Dublin and Glendalough

Notes to the Financial Statements (*continued*)

6. Debtors	2018	2017
	€	€
Due from parishes	5,891	27,897
Amounts due from the RCB	-	35,000
Other debtors	<u>*21,856</u>	<u>*31,324</u>
	<u>27,747</u>	<u>94,221</u>

*Other debtors includes costs relating to salaries and insurance in respect of The Church Review. These costs are initially incurred by the Dioceses but are fully repaid to the Dioceses by The Church Review.

7. Creditors	2018	2017
	€	€
Receipts in advance from parishes	5,441	3,343
Accounts payable	*44,816	74,427
Sundry creditors and provisions	<u>**133,962</u>	<u>131,777</u>
	<u>184,219</u>	<u>209,547</u>

* Includes grants paid January 2019 from 2018 allocation.

** Includes shares scheme surplus due to parishes (two years) and restricted Chaplaincy Training reserves.

8. Pensions

Defined contributions

During the year, the Dioceses made contributions of €19,132 (2017: €18,060) to defined contribution schemes on behalf of certain employees.

Dioceses of Dublin and Glendalough

Notes to the Financial Statements (*continued*)

9. Funds employed	2018	2017
	€	€
<i>Accumulated funds</i>		
Restricted funds		
Residence	261,442	261,442
Investments	4,182,226	4,537,190
Housing Fund	14,369	(757)
Chaplaincy and unspent grants	142,377	133,802
Transfers	<u>120,000</u>	<u>120,000</u>
	4,720,414	5,051,677
Unrestricted funds	<u>282,165</u>	<u>214,907</u>
	<u>5,002,579</u>	<u>5,266,584</u>

10. Contingency

The Dioceses have given a guarantee in respect of motor vehicle loans made by the Representative Church Body to the clergy of the Dioceses. At 31 December 2018 the total amount of such loans advanced by the Representative Church Body stood at €80,277 (2017: €104,692).

11. Approval of financial statements

These financial statements were approved by the Joint Diocesan Councils of Dublin and Glendalough on 2 August 2019.

RESOLUTIONS PASSED by the 2018 SYNODS

1. THAT the Venerable David A. Pierpoint, of The Vicarage, 30 Phibsborough Road, Dublin 7 be elected a member of the Representative Church Body for the ensuing three years.
2. THAT the Rev William Olhausen and Ms Shona Rusk be elected as members of the General Synod Board of Education for the ensuing three years.
3. Dublin Synod: THAT following the counting of the votes for 6 lay members to General Synod the following were elected in the order of the number of votes received for the remainder of the current triennium: Ms Jane Burns, Mr Alistair Doyle, Mr David Caird, Mr Scott Evans, Mr David Whyte and Mr David Williams and on the supplemental list: Mr Leonard Madden and Mr Louis Parminter.
4. Glendalough Synod: THAT the following have been elected as listed, supplementals to the Glendalough Committee of Patronage (Diocesan Nominators) for the remainder of the current triennium: Rev Ken Rue, Rev Brian O'Reilly and Venerable Neil O'Raw.
5. THAT the Report of the Diocesan Councils to the Diocesan Synods of 2018, and the Statement of Accounts for the year ended 31st December 2017 be received and approved.
6. THAT KPMG be re-appointed Auditors to the Diocesan Councils of Dublin & Glendalough.
7. THAT the Report of the Dublin & Glendalough Diocesan Board of Education to the Synods of Dublin & Glendalough in the year 2018 be received and approved.
8. THAT the Report of the Diocesan Committee of the Church's Ministry of Healing in Ireland to the Diocesan Synods of Dublin & Glendalough in the year 2018 be received.
9. THAT the Report of the Diocesan Council for Mission to the Diocesan Synods of Dublin and Glendalough in the year 2018 be received.
10. THAT the Report of the Diocesan Committee for Social Action to the Diocesan Synods of Dublin and Glendalough in the year 2018 be received.
11. THAT the Synods thank the Principal, Mr Alan Cox, and the Board of Management for making these wonderful facilities at Temple Carrig School available to the Dioceses enabling us to hold this year's Synods in the Diocese of Glendalough.

REPORT of the DIOCESAN BOARD OF EDUCATION to the 2019 DIOCESAN SYNODS OF DUBLIN AND GLENDALOUGH

(Asterisk denotes membership of Executive and Finance Committee)

There were four Ordinary Meetings of the Board and four Meetings of the Executive and Finance Committee during the period September 2018 to June 2019. Numbers before names indicate attendance at meetings of the Board. Numbers after names indicate attendance at Committee meetings.

EX-OFFICIO

- (0) *The Most Rev Archbishop of Dublin, Chairman (0)
- (2) *The Archdeacon of Dublin (1)
- (4) *The Archdeacon of Glendalough (2)

ELECTED MEMBERS **Diocese of Dublin**

- (3) *Rev Dr N E C Gamble (3)
Hon. Secretary of Executive and Finance Committee
- (3) Rev P Campion
- (4) Rev Canon A H N McKinley
- (4) *Rev Canon W P Houston (4)
Chairman of Executive and Finance Committee
- (4) Mr D Wynne
- (3) *Mrs J Perdue (3)
- (1) Dr K Fennelly
- (2) Mr J Aiken
- (2) Rev A Galligan
- (2) *Ms E Oldham (4)
- (3) *Mr P McCroddan (2)
- (2) *Mr A Forrest (2)
- (2) *The Rev D Owen (2)
- (4) Mrs J Denner
- (0) Rev A Breen
- (2) Ms Ruby Morrow
- (3) Rev R Styles

ELECTED MEMBERS
Diocese of Glendalough

- (3) Rev Canon D S Mungavin
- (3) *Rev N Waugh (3)
- (2) Ms R. Fraser

CO-OPTED MEMBERS

- (0) Rev J Kinhead
- (3) *Rev K Rue (3)
- (2) Ms J Kirwan
- (4) Ms S Hall

Secretary: Ms C Richardson, c/o The Diocesan Office
Telephone: 085-8065588 / Email: dgbofed@gmail.com

Bankers: Ulster Bank and Bank of Ireland
College Green, Dublin 2.

REPRESENTATIVES OF DIOCESAN BOARD OF EDUCATION ON THE
BOARD OF GOVERNORS OF THE SCHOOLS FOUNDED BY ERASMUS
SMITH ESQ. (INCORPORATING THE DIOCESAN SCHOOL FOR
GIRLS)

Mr O Driver
Mr R Graves
Mr R McCrae
*Mrs J Perdue

Rev D. N Gamble
*Rev S Farrell
Mr P McCrodden
Ms E Seymour

*Members of the Board of The High & Diocesan School (Company Limited by Guarantee)

CHANGES IN PERSONNEL

During the year, Ven Ricky Rountree retired from the stipendiary ministry. At his last meeting, tribute was paid to his long service to the Board by Canon Houston and his contribution to education in the Church of Ireland was acknowledged. The Board thanks him for many years of service throughout his ministry and wishes him a happy retirement. Ven Neal O’Raw was appointed Archdeacon of Glendalough in October and the Board welcomed him to his first meeting in December.

ADMISSIONS TO SCHOOL

Following the enactment of new legislation in relation to school admissions, concern was raised with the Board by some schools who were oversubscribed. Advice and guidance had been provided by the General Synod Board of Education to schools and through the office of the Patron. Any issues relating to admissions should be referred directly to the Patron's office.

SCHOOLS

PRIMARY SCHOOLS

Patron's Day for Primary School Principals and Chairpersons

The annual "Patron's Day" took place on Thursday 17th May in the Clarion Hotel, Liffey Valley, and was attended by a number of Principals and Chairpersons.

The morning started with a welcome and introduction from the Archbishop, followed by a topical and interesting presentation from Dr Joe O'Connell entitled "Emotional Intelligence". The second session, "Internet Safety and Cyberbullying" was presented by Sinead Bartosik of Barnardo's.

The day concluded with lunch with those present enjoying the opportunity for informal socialising with colleagues and friends. The organising committee thanks the Board for its support for the day.

School Developments

Developments reported to the Board include the following: -

St. Maelruain's Church of Ireland National School Tallaght – The school is designated DEIS1 and is situated in a very disadvantaged area of the diocese. During the year, a new principal was appointed and he continues to apply for DES funding for building work. The Board continues to be supportive of the school and contributed to the cost of roof repair work which included replacement of the gutters, fascia and soffits and repair of leaking flat roofs. The Board is grateful to Dublin ETB for its assistance in the management of the school.

St. Matthew's National School, Sandymount – The school has carried out significant upgrade and expansion work during the past few years, and the Board has agreed to contribute to funding some security, health and safety improvements.

SECOND LEVEL SCHOOLS

St. Patrick's Cathedral Grammar School

A DES funded extension was officially opened by the Minister for Education and Skills during the year. The Board awarded a grant to assist with the equipping of rooms for art, IT and science.

The King's Hospital

The King's Hospital celebrated its 350 year anniversary this year with a number of events including a Service of Celebration at St Patrick's Cathedral and a gala concert at the school. The school also has a new principal, Mr Mark Ronan, following the retirement of Mr John Rafter in December.

SCHOOLS' SERVICES

Diocesan Service for Primary Schools and Junior Schools

The annual service was held on Thursday 18 October in Christchurch Cathedral, Dublin, presided over by the Archbishop of Dublin and Glendalough Michael Jackson, and led by Rev Cathy Hallissey with Rev Ross Styles. In a change this year, the service began with a procession of the clergy followed by a welcome from Dean Dermot Dunne.

The theme was "A Place to Call Home" and Rev Cathy and Rev Ross, with puppet Copperpot from Borneo, spoke about the importance of home for all of us and our place within God's home. There was also a focus on those without homes, both in Ireland and those forced to flee from their homes as refugees. The collection from the service was donated to the Diocesan Housing Appeal.

The service was attended by approximately four hundred and twenty children and adults from across the dioceses. Invited guests included representatives from the Department of Education and Skills, the National School Teaching Unions, the National Parents' Council and education management bodies. The clergy processed at the end of the service and waited to greet the children as they left which was much appreciated.

The committee extends its thanks to everyone who participated in making the service a success. Special thanks go to Mr David Bremner who provided the musical accompaniment, and to the Dean and Cathedral staff who assisted in the running of the service. The Chairman of the Organising Committee, Rev. Cathy Hallissey, thanked the members of the present committee, Beverly Shaw, Ellen Honner, Sadie Honner and Sarah Richards for their commitment and support. Thanks also go to the Secretary of the Diocesan Board of Education, Christine Richardson, for her assistance.

Choral Evensong for Second Level Schools

The annual service of choral evensong for the opening of the 2018/19 academic year, organised by the General Synod Board of Education (RI), took place on Thursday 27 September in St Patrick's Cathedral, Dublin. The Archbishop of Dublin, the Most Rev Dr Michael Jackson, presided and the service was led by the Dean, the Very Rev William Morton. The service was attended by Minister of

State at the Department of Education and Skills, Mary Mitchell O'Connor, and the speaker was Garda Marc Kelly.

PROPERTY

Board owned residential and commercial properties in Arklow continue to earn rental income for the Board with long-term tenants in place. The process of selling the property known as “Tallaght Cottage” to Tallaght Parish is ongoing.

GRANTS

R.E. Studentship

The Board continues to make available financial support to students taking a Professional Master of Education (PME) who intend to teach R.E. in a secondary school within the United Dioceses. Applicants must hold a degree-level qualification, with Religious Education, Theology or Religious Studies studied up to and including third-year level or higher. There are no current applicants for the 2019/2020 academic year.

Ralph Macklin Endowment/Love's Charity and Gardiner's Charity

This fund gives assistance towards the cost of second level education fees at schools under Protestant management. The Board noted a continued increase in the number of applications this year and grants were awarded to 16 pupils attending 6 different schools for the 2018/2019 academic year.

REGULATIONS AND LEGISLATION

The Board continues to comply with data protection legislation and has started to prepare for the introduction of the Charities Governance Code.

FINANCE

The Board is grateful to those parishes which responded to the annual appeal. It is hoped that those parishes which have not contributed would consider doing so in order that the education service to the joint dioceses might be further developed.

Audit of accounts

The audit for 2018 was carried out by KSi Faulkner Orr.

GENERAL

The Board places on record its gratitude to the Representative Church Body for the use of meeting rooms at Church of Ireland House during the year, and also its appreciation of the excellent work of the Executive and Finance Committee under the chairmanship of Rev Canon Paul Houston and the work of the Hon Secretary, Rev Dr Norman Gamble. The Board is also indebted to Ms Christine Richardson, Secretary and Accounting Officer, for her work during the year in her care of our finances and day to day running of the Board.

CHURCH COLLECTIONS AND SUBSCRIPTIONS 2018

<u>DIOCESE OF DUBLIN</u>	€
Bray	300.00
St Lawrence's, Chapelizod	100.00
Dalkey	500.00
Drumcondra and North Strand	100.00
Kilternan	600.00
Rathfarnham	200.00
Rathmichael	300.00
Sandford	250.00
St Philip & St James, Booterstown	100.00
Stillorgan	100.00
Swords	50.00
Taney	350.00
Whitechurch	300.00
Zion	500.00

DIOCESE OF GLENDALOUGH

Arklow	125.00
Athy	200.00
Celbridge & Straffan	200.00
Powerscourt	100.00

*Please note that contributions received from January 2019
will be included in the 2019 accounts.*

SUMMARY OF COLLECTIONS AND SUBSCRIPTIONS

	2017	2018
	€	€
Dublin	4,455.00	3,750.00
Glendalough	<u>500.00</u>	<u>625.00</u>
	<u>4,955.00</u>	<u>4,375.00</u>

DUBLIN & GLENDALOUGH DIOCESAN BOARD OF EDUCATION FOR THE YEAR ENDED 31 DECEMBER 2018										
	Urban Account		Rural Account		General Account		R Macklin Account		Total	
	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017
OPENING BANK BALANCES AT 1.1.2018	30,000	11,008	89,089	79,346	107,114	57,361	957	381	227,160	148,096
INCOME										
Commissioners of Charitable Donations & Bequests							1,897	1,953	1,897	1,953
Collections and Subscriptions					4,375	4,955			4,375	4,955
Dividends	25,017	43,364	46,406	46,245	51,403	32,694	385	176	123,211	122,479
Rents			13,680	23,766	50	50			13,730	23,816
Account transfers					25,230	6,386	1,800	3,000	27,030	9,386
St Matthew's NS - Capital	12,000	4000							12,000	12,000
Bank Interest			10	9					10	9
Sale of Property (Monkstown Old Schoolhouse)						60,000			-	60,000
	37,017	47,364	60,096	70,020	81,058	104,085	4,082	5,129	182,253	216,251
PAYMENTS										
Payments to schools/parishes	19,447	19,757	35,608	45,168		10,000			55,055	74,615
Bank charges		25	154	127	57	60	3	3	214	190
Property expenses			10,480	5,295					10,480	5,295
Administration expenses					21,336	28,410			21,336	28,410
Diocesan Services for Primary/Secondary Schools						3,836			-	3,836
Account transfers	20,532	1,616	4,698	4,770	30,000				55,230	25,302
Grants to Schools							3,900	4,550	3,900	23,997
Archbishop's day for school Principals and Chairpersons					3,041	2,813			3,041	2,813
Miscellaneous										
Investments/Endowments					2,385	113			2,385	113
St. Matthew's N.S. - Capital	12,000	4,000			1,500	3,000			1,500	3,000
R.B. Trust capitalisation	3,467	2,974	6,383	4,917					12,000	12,000
R.E. Studentship					90	6,100			9,850	8,384
	55,446	28,372	57,323	60,277	58,409	54,332	3,903	4,553	175,081	174,608
CLOSING BANK BALANCES AT 31.12.2018	11,571	30,000	91,862	89,089	129,763	107,114	1,136	957	234,332	227,160

NOTES TO THE SUMMARISED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2018

Note 1

DETAILS OF GROUPINGS:

RECEIPTS

Collections & Subscriptions :	Church Collections & Parish Subscriptions Other Subscriptions.
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PAYMENTS

Payments to Schools/Parishes :	All the payments made to individual schools (Re : endowment income) grouped together.
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Note 2

DIVIDENDS:-

RB Trust Dividends for General Account and Ralph Macklin Account
30 December 2017 lodged in Urban Account and transferred to General Account
and to Ralph Macklin Account in January 2018.

**REPORT of the
DIOCESAN COMMITTEE for SOCIAL ACTION to the
2019 DIOCESAN SYNODS of DUBLIN & GLENDALOUGH**

Committee Members:

Rev Olive Donohoe, Chairperson
Dr John MacDougald, Secretary
Rev Rob Clements
Marjorie McClatchie
Rev Asa Olafsdottir
David Whyte

The Social Action Committee meets every two to three months to discuss relevant ways in which the Social Action Committee can act as a resource for the United Dioceses. The Committee members have been faithful in their attendance at meetings, and their enthusiasm is energising. We especially want to acknowledge and thank Mildred Beresford who has retired from our Committee after many years as Honorary Secretary.

The work of the committee is trying to encourage and enable Parishes to reach out in an inclusive manner, not only to parishioners but to the wider community in which we live. There is a growing feeling of confidence and enthusiasm, especially among younger parish members, to reach out to others in friendship and fellowship. Parish and community activities help to bind us together and this year and last the Social Action Committee have been inspired by a magazine called ‘Countryway’ (published in England with support from the Arthur Rank Foundation). This plays a part in resourcing and equipping churches in rural England. However helpful and inspiring ‘Countryway’ is, our context here in Ireland is very different to the UK, and therefore we require home grown ideas and suggestions as well.

In a rural and farming context, this year has been less dramatic and extreme than last so far. The crisis in farming brought about by the drought last year gave us a new awareness and fostered a new relationship between urban and rural life in the Dioceses with a prayerful, financial and spiritual response from us all, on which we must build in order to strengthen our Christian community and outreach.

The Diocesan Social Action Committee wants to help strengthen that growing sense of community in the United Dioceses. Many of the issues and problems we face as a Christian community are basically the same urban or rural – isolation, loneliness, fear of the future, fewer numbers attending Sunday worship, and just plain weariness. However, the Social Action Committee have discovered that it is not all doom and gloom out there, there are signs of growth in many parishes,

urban and rural. We want to make you aware of these signs of hope, because, just as any keen gardener will tell you, many plants translate into other garden contexts from small cuttings, **Cuttings** of ideas will transplant too.

Take something as simple as Coffee after Church. In some parishes, this is a monthly event. In others it's every week, while in some it never happens at all. Perhaps seeing it in print and photo on the diocesan Social Action Facebook Page might encourage others to give it a try. So, other '**Cuttings**' ideas we have seen and heard about during the course of this year; a Parish Visiting Team? A Mothers and Toddlers Group? Or just an informal coffee with a fellow parishioner? Or a monthly collection of non-perishable food for the many Agencies who help those in trouble, the Alice Leahy Trust, the Mendo, or Brother Kevin. We welcome any feedback of ideas that work well in your parish and may transplant to other parishes and different contexts. See our Facebook Page on the Diocesan Website to see and read about lots of these and other ideas and resources.

Handy-To-Have: please make these Leaflets available in your Churches and Parish Halls, remembering that people may want to get information anonymously.

OTHER SOCIAL ACTION OUTREACH INITIATIVES

HERE2HELP

Here2Help was established in 2011 and provides the following services:

- Crisis Pregnancy Counselling and Support Service
- Post-Termination Counselling and Support Service
- Birth Parent Adoption Service
- Information and Tracing for PAS, Pact, Bethany Home and Magdalen Home Adoptions and Placements

Crisis Pregnancy Counselling and Support Service

Here2Help Crisis Pregnancy Services are funded by the HSE Crisis Pregnancy Programme, as well as through fundraising events and private donations.

Crisis pregnancies are defined as those which were unplanned, as well as those which may have been desired but have become a crisis for a wide variety of reasons. These include domestic violence, homelessness, relationship break downs, women seeking asylum, and a diagnosis of foetal abnormalities. We provide free, non-judgemental counselling, information and support in relation to all the options available in a crisis pregnancy: Parenting, Adoption and Abortion. We can also assist with issues such as social welfare entitlements, maternity care, housing issues and many more.

Many clients attend for one session and others may require some time to decide how to proceed. They may require support from other specialist agencies to ensure that they have chosen the best option for themselves and their child and we will support them to access these services. We have noticed an increase in these complex cases in the last few years.

We aim to create a warm and safe place for all service users. We do this at our offices in Rathfarnham and we also offer clients the opportunity to meet in a location of their choosing. By reaching out we have increased the number of clients we support.

Post-Termination Counselling and Support Service

The beginning of 2019 saw the right to access terminations in Ireland, under clearly defined circumstances, become law. For the many women who sought terminations abroad in the past and for those who have chosen it more recently, it is important that services continue to offer post termination counselling. The debates and publicity in the lead up to the Abortion Referendum in May 2018 highlighted the many reasons why women seek terminations and their feelings following the experience. While a lot of coverage was given to the exceptionally challenging situation women and their partners find themselves in when a much longed for pregnancy identifies a foetal abnormality, the issues of grief and loss associated with the decision to terminate a pregnancy are similar regardless of the reasons. There can be strong emotions associated with abortion and post termination counselling can be valuable in supporting individuals to understand their feelings. Here2Help's counsellors offer a safe and confidential space to explore the experience and the impact that a termination has had or is having on a person's life.

Birth Parent Adoption Service

Here2Help is accredited by the Adoption Authority of Ireland to provide a counselling service for women and their families who may be considering domestic adoption. As the only agency accredited in the country to provide this service outside *Túsla*, we have been proud to be able to offer an alternative to those provided by the state service. We worked with maternity hospitals for the purpose of providing detailed information in relation to the option of adoption. We liaised with *Túsla* to offer pre-adoptive foster care which allows the woman/couple time and space to consider her/their options and reach a decision. We also undertook the legal and administrative duties involved in adoption.

Although the numbers of domestic adoptions remain small in Ireland, we saw a steady increase in the numbers of clients who wished to explore the possibility of adoption for their baby. The decision to place a baby for adoption is a significant one in the life of both the mother and the child, and we spent time facilitating the

mother and father to consider why they are making the decision and what the consequences may be for them and the baby into the future.

Sadly, the funding for this service will not be available to us from late 2019 and we will no longer be in a position to provide a counselling service to birth parents or facilitate the placement of babies for domestic adoption.

Information and Tracing

Many people who have grown up in adoptive or foster families or in residential homes feel a great need to learn about their family of origin. Increasingly many members of birth families who have been separated from relatives are also coming forward for information. Each person has their own personal reason for seeking background information and considering tracing. It is recognised that this is part of an ongoing and lifelong process for those involved.

Here2Help is accredited by the Adoption Authority of Ireland to provide an Information and Tracing service to anyone whose records we keep.

We hold the following records:

- adopted persons, birth parents and relatives of those placed by the Protestant Adoption Society and Pact after the Adoption Act of 1952.
- former residents and their families of Bethany Home, Magdalen Home Leeson Street, Denny House Eglinton Road, Nursery Rescue Society and Fairfield children's homes.
- people placed in family placements by any of the above homes prior to the 1952 adoption act.

We employ a part-time social worker, funded by *TúsIa*, to carry out this work. We respond to enquiries asking about the records held by us and where there is information available, we will provide it. Early records for family placements and adoptions were not as detailed as those kept now and while even small pieces of information are very important, they may not provide a comprehensive understanding of an individual's background or circumstances surrounding their placement. We will support individuals to further research their family history and, where a reunion is possible we facilitate them to achieve this. The work is challenging and very emotional for all parties and we aim to provide support both throughout the process as well as afterwards in as far as our resources allow. We currently have a waiting list for this service which is about 12 months.

In November 2016, the Minister for Children and Youth affairs presented a new Adoption (Information and Tracing) Bill to the Senate. If this is passed in its present format, The Child and Family Agency, *TúsIa*, will become the sole provider of Information and Tracing Services and our service will close. In May

2019 the Seanad sought significant amendments to the Bill and, at the time of writing, these are being drafted. While the Minister has indicated that she is keen to see new legislation, the issues are complex and it is not clear how long it will be before the Bill is passed. We will continue to provide a service as long as we are funded by *Túsla* and there is no change to the legislation.

Our Future

Here2Help has been almost entirely funded by the HSE and *Túsla*. Donations and fundraising have always helped us to maintain services.

Over the last two years it has become clear that the services which we have provided for many years, while still needed, can be provided in different ways. The HSE launched a national telephone crisis pregnancy counselling service, My Options, in January 2019, and this has proven very popular. As more people seek services online, the new service is looking to expand into this. Face to face counselling will always be sought by some people, and the HSE are monitoring all crisis pregnancy counselling services to determine the demand. They will be reviewing the statistics for 2019 and will make decisions on the most efficient and effective way to deliver face to face services in the future. We will be affected by these decisions.

The Board of Here2Help are actively exploring other services which we can provide, and where funding is available. We have excellent counselling skills and there are many needs in society where we can offer a service. These include post adoption, relationship issues, sexual and relationships education for young people and issues relating to reproductive health. The challenge for us is securing funding to do so.

We would like to thank past supporters, and ask that parishes, who previously contributed to Pact, now give 50% of their contribution to Here2Help. We are also asking if parishes can help us to identify any other funding sources which will enable us to continue to offer our services where they are needed.

The Rev David Godfrey continues to chair Here2Help.

This year saw the retirement from the Board of Patricia Smyth. Patricia brought her considerable skills and knowledge from her time as Principal Social Worker with the Adoption Authority of Ireland to our agency. We wish her well in her retirement.

We welcome Anne O'Connor, a social worker with many years' experience in adoption and Information and Tracing, to the Board in her place.

This year we also welcomed Fergal Ward, a digital engineer and business entrepreneur who has a passion to support us to develop a new approach to delivering Sexual Health and Relationships education through a digital format.

The other members of the Board are, Claire Bruton, Barrister, David Holmes Accountant and Peter Glynne, Management Consultant.

The Rev Ása Björk Ólafsdóttir and Mrs Elva Byrne are our two Church of Ireland representatives who are members of Here2Help.

We are based at Arabella House, 18D Nutgrove Office Park, Dublin 14 and can be contacted on (01) 216 6300.

For information about our services please see our website, www.here2help.ie

*Deirdre Pemberton
Services Manager*

PACT

PACT has been accredited under the 2010 Adoption Act to provide the following:

- Domestic Adoption Assessment Service
- Intercountry Adoption Assessment Service
- A Pre-Adoption Foster Care Service and Post Adoption Support Services

I am happy to report that Pact has been accredited by the Adoption authority of Ireland in 2019 and this accreditation is due to be renewed in 2021. Pact has also entered into a Service Level Agreement with *Túsla* to undertake adoption assessments in 2019 and there has been a small increase in funding from *Túsla*.

Social Work Student Placement

Pact provided a student social work placement to a first-year Master's student from UCD from January to May 2019. Jamie, Pact social worker, provided line management to the student. In my experience students are an asset to a team and we plan to continue this service into the future.

Inter-country Adoption Assessment Service

Intercountry adoptions are possible between countries that have ratified The Hague Convention on the Rights of Children or where there is a bi-lateral agreement between countries. This has resulted in a significant change in the profiles of children available in sending countries for adoption into Ireland. These children are now in an older age category, have generally been in institutional care and may

present with a range of challenges. The exception to this is the USA where the children available for adoption are usually young babies whose birth mothers will often have experienced the usual challenges associated with a background of poverty.

Assessment reports continue to be more complex and time consuming to complete. It is worth noting that, generally, Pact assessment reports are commented on positively by the various Local Adoption Agencies and the Adoption Authority of Ireland. Pact social workers, within the assessment process, address how applicants have properly considered the medical conditions they are willing to take on and fully understand the possible implications for the child and their future, and they will be matched with a child whose medical condition is documented in their assessment report. Both applicants and social workers therefore need to be fully informed about the various conditions and the long-term prognosis to determine suitability. Account is also taken of potential attachment issues for the child because of the child's age at the time of placement. Pact provides a national service and has been allocated assessments from several *Túsla* areas Nationwide.

Domestic Adoption Service

While there are still few children being placed for domestic adoption, *Túsla* CFA had asked that where possible Pact prioritises domestic adoption assessments.

Local Adoption Committee (LAC) Dublin Mid-Leinster

Pact continues to provide a social worker on to the LAC Dublin Mid-Leinster on a regular basis. More recently the PSW has also attended the LAC in a variety of roles including that of Chair of the LAC.

This requires the social worker to spend time reading reports in advance of the LAC meeting and then attending. The inclusion of the Pact social worker enabled the LAC to meet the required Quorum on many occasions.

Inter-country Post Placement Support

Pact continues to recognise the need for a post adoption support service. Currently Pact facilitates an annual reunion between an adopted child and members of the birth family. Pact also facilitates post box contact for a number of families particularly at Christmas when cards and presents are exchanged.

Short Term Temporary Pre-Adoption Foster Care

During 2018 a number of foster families had children placed with them. One of the strengths of the Pact approach is to provide a link worker to our foster families which is an extremely important service.

Domestic Post Adoption Service

Pact continues to provide support and a point of contact for a number of families with adopted children and the children's birth mothers. We continue to be disappointed that Pact still does not have the resources to look at possible ways to develop therapeutic post adoption support services to provide more direct support to adoptive families who are experiencing a range of difficulties with their adoptive children but for whom there are no specific services. Early intervention with parents dealing with children with attachment and behaviour issues would arguably save resources having to be put into education and adolescent services in the future. It is hoped that the development of this area of work will become part of Pact's strategic planning programme.

Conclusion

Despite continuing financial restraints, Pact continues to provide a child-centred service that also respects adults, acknowledging the impact of their life experiences. Pact's method is to engage in a non-judgemental and respectful manner while ensuring that the child is at the heart of the service. I would like to compliment all the staff of Pact and while we continue to operate in a challenging environment I look to the future with a degree of confidence.

Over the last while some of our Board Members have had to move on. We are grateful for the contributions made by them. We have been fortunate that others have brought new skills to the Board and we are meeting with some interested parties over the summer for the Treasurer role.

The Agency is based at Arabella House, 18D Nutgrove Office Park, Dublin 14 and can be contacted on (01) 2962200. Ray Kavanagh continues to chair Pact. For information about all of our services please see our website, www.pact.ie.

We are most grateful to our Church of Ireland Liaison representatives Mary White and Daphne Townsend who are members of Pact.

We would like to thank our past supporters, and ask that parishes who previously contributed to Pact, give 50% of their contribution to Here2Help.

Cathal Clifford
Principal Social Worker

POS CHILDREN'S EDUCATION FUND (FORMERLY THE PROTESTANT ORPHAN SOCIETY)

POS Children's Education Fund provides financial assistance to children and students in their education years where one or both of their parents have died. The Fund's aim is to attempt to minimise the disadvantage that can arise on the death of a parent. Grants are available for children, where at least one parent has died and one parent was/is a Protestant. The Fund operates primarily in the Dublin & Glendalough diocese, on an academic year basis.

The money that the Fund distributes each year comes mainly from its investment income, but an important part comes from generous donations from parishes, individuals and trusts.

Once a family/child has been assessed as qualifying for support, the POS Children's Education Fund tends to continue assistance up to completion of a primary degree. The Fund concentrates its grants, geared to the financial circumstances of each family, on the expensive years of secondary education. Increasingly nowadays, most of our students progress to third level.

In the year to 31st July 2019, the POS Children's Education Fund supported 69 children and third level students. Grant levels generally run from €1,200 to €2,900 per annum, the maximum amount for a third level student, living away from home. The Fund operates on an annual budget of €120,000.

The Meath Trust, a separate fund, provides grants to children who are not orphans. The Fund distributes €10,000 annually, the typical grant is €500. The students are either attending secondary schools or third level colleges. Families are likely to be in receipt of the full SEC Grant where applicable.

Introductions to POS Children's Education Fund come primarily from Church of Ireland Rectors or Clergy of other Protestant churches. Enquiries are welcomed from any source and further information, on eligibility or generally, can be obtained from the office by letter, telephone or email.

Jennifer O'Regan, Administrator

POS CHILDREN'S EDUCATION FUND, 74 Upper Leeson Street, Dublin 4.

Tel. 087 978 9598

Email – info@poscef.org

Website – www.poscef.org

PROTESTANT AID

2018 was one of our busiest years ever with an 11% increase in General Grant applications submitted by clergy on behalf of their parishioners. Due to the extremely inclement weather in February we instigated our **Emergency Heating Initiative** and assisted over 240 families with the help of clergy recommendations. Protestant Aid is there to help, thanks largely to the generosity of our donors to whom we are extremely grateful. Working with the valued support of clergy and Social Workers, we distribute circa €800,000 in grant aid annually offering a number of programmes designed to assist those in financial need or distress. These include:

General Grants

The aim of this programme is to give financial assistance to individuals or families at a time of particular financial need. During 2018 we received over 1000 applications and made grants of almost €400,000 treating all calls for help equally, regardless of religious, ethnic or social backgrounds. Applications are received through Clergy and Social Workers along with a report outlining the background to the application, enabling the Review Team to assess the situation appropriately. We are very grateful to Clergy and Social Workers who work with us on this scheme, enabling us to help those who are experiencing financial challenges.

Heating Annuities

This programme is designed to provide a heating allowance during the winter months, primarily to the over-65s who are living at home. Prospective annuitants are identified through their rector who refer all applications to Protestant Aid.

General Annuities

These annuities are designed to add to the quality of life of individuals or couples aged over 65, living at home or in sheltered housing, through the provision of financial aid, which is paid on a quarterly basis. Prospective annuitants are identified through the General Grant Programme as submitted by the applicant clergy.

Education

Protestant students attending Protestant managed Secondary Schools may be eligible to apply for the following grants:

School Fee Grants - This programme is intended to help with Day or Boarding school fees for second level students.

School Expenses Grant - A grant for general school expenses (books, uniforms etc.) may be available subject to families' income level.

Expense grants are also available for students attending Protestant managed Comprehensive Schools. A limited number of interest-free loans are also available to assist third-level students.

For information on the above please contact:

Geoff Scargill - Head of Charitable Services - Protestant Aid - PH: 01-6684298

Email: geoff.scargill@protestantaid.org or info@protestantaid.org

For more information on Protestant Aid or to make a donation, please visit our website – www.protestantaid.org

All requests for grant assistance are treated with the utmost confidentiality.

CHURCH of IRELAND MARRIAGE COUNCIL

Membership

Appointed by the House of Bishops

Member of the House of Bishops: Most Rev Pat Storey (Bishop of Meath & Kildare)

Observer: Rt Rev Alan Abernethy (Bishop of Connor)

Elected by General Synod

Rev Jonathan Campbell-Smyth
(Chairman)

Rev John Ardis

Rev Ian Linton

Rev Stephen Farrell

Ms Dianne Morris

Rev Nicola Halford

Ms Sylvia Helen

Ms Lynn Heber

Ms Jennifer O'Regan

Rev Canon Lynda Peilow

(Honorary Secretary)

In attendance

Ms Aisling Sheridan

New Initiatives

A Clergy Questionnaire on marriage preparation and counselling was developed in 2017/2018, which will help to inform the Council of further initiatives it can provide to support clergy. One such area would be helpful resources to support separated and divorced people.

Membership

The Marriage Council welcomed three new co-options through the Standing Committee: Rev Ian Linton, Ms Dianne Morris and Ms Sylvia Helen.

The aim of the Marriage Council is to resource the Church as it supports marriage and family life.

Resources that are available include:

- Marriage Preparation & Counselling;
- Support Groups for Separated and Divorced Couples;
- Clergy Training in Pastoral Care of Marriage and Family Life Today;
- Clergy Couples Retreat;
- Articles on Marriage and Family Related issues;
- Our website (www.towardsmarriageireland.com) has helpful resources for couples planning their wedding.

Marriage Preparation & Counselling

The demand for marriage preparation and counselling has been steady over the last year. *Túsla*, the Family Support Agency, has once again given funding towards marriage counselling in the Republic of Ireland, and invited the Marriage Council to engage in discussions on a corporate plan for the years 2018–2020. The Council is exploring ways to reach clergy to encourage couples to attend pre-marriage courses. One initiative was to invite clergy to complete a questionnaire on the different ways they offer preparation. The Marriage Council is also looking into helping Northern Ireland clergy to find organisations that will assist with marriage preparation.

The current group of counsellors used is:

- | | |
|------------------------------|------------------|
| • Ms Sarah Bevan (Dublin) | Tel: 087 2469787 |
| • Ms Nadine Brooker (Dublin) | Tel: 085 7467638 |
| • Ms Dianne Morris (Dublin) | Tel: 086 2566895 |
| • Ms Sylvia Helen (Cork) | Tel: 086 3230805 |
| • Ms Shona Rusk (Dublin) | Tel: 086 8217486 |

Marriage Council Funding

Although *Túsla* have once again provided funding towards marriage counselling, we have seen substantial cuts over the years. The overall *Túsla* grant in the Republic of Ireland has been reduced gradually from €40,000 to €5,000, with the Marriage Council currently being allocated €2,500. Whilst this provides a great challenge, no one is ever turned away, even if they cannot afford to contribute to the cost of the counselling session.

Marriage Council Away Day

Bishop Storey once again kindly opened her home to members for a one-day meeting in February 2019. Over the course of the day the group reflected on how the Council had developed since its formation, what work the council performs at present, and on what it should focus in the future. As a Council, we decided that we should focus primarily on clergy training and resourcing, couples' counselling

and marriage preparation, as well as supporting clergy in their own marriages. It was generally felt that the day brought greater clarity about the role of the Council, and also helped us to re-evaluate and focus our priorities for the future. The group were pleased to come away with a number of different attainable goals. The progress of the goals will be reviewed and monitored throughout the year.

Support Groups for Separated and Divorced people

Meetings have taken place in local hotels in Limerick and Cork. Ongoing consideration is being made around resources that reach out to people who have been divorced. DivorceCare groups meet every week to help those who have been through divorce. Each group is facilitated by a locally trained group.

Clergy Couples Get Away

Over a number of years the Council, with the co-operation of a number of dioceses, have run a clergy couples' weekend. This was borne out of a questionnaire to clergy and spouses asking how the Council could support them. The 2018 retreat was held in the Hodson Bay Hotel in November, and the cost was covered by the Marriage Council and participants. Rev Campbell-Smyth and his wife Alison were the facilitators for the weekend. Due to low numbers of clergy attending, the Marriage Council will further discuss throughout 2019 what are the best ways in which to support clergy and their spouses.

Solemnisation of Marriages Outside Churches

At the General Synod in 2018, during the debate on the Report of the Marriage Council, the question was raised whether the Church of Ireland ought to solemnise marriages outside of churches and chapels consecrated for public worship. This question was passed to the Marriage Council for further consideration.

The Council has given considerable consideration to this issue, and due to the significant change this would make to the current practice of the Church, it was deemed beyond the Council's remit. Communication was made with the Honorary Secretaries of the Standing Committee, including some points that would require further consideration for the matter to be fully addressed.

Resignation

After several years' service on the Marriage Council, Ms Sarah Bevan stepped down in November 2018. We extend our appreciation and thanks for her service to the Council, and wish her well in the future.

Website

The website continues to be updated and The Marriage Council also has a page on Facebook. Rev John Ardis maintains the website and the Council would like to thank him for his continued work on this. The website contains practical advice

on planning a wedding in the Church of Ireland. Information on the requirement for a marriage licence and other related matters can also be found on the website. The address is: www.towardsmarriageireland.com.

Future Initiatives

The Council is currently considering a new website with more relevant resources for the local church.

**REPORT of the DIOCESAN COMMITTEE of the
CHURCH'S MINISTRY of HEALING
to the
2019 DIOCESAN SYNODS OF DUBLIN & GLENDALOUGH**

Committee: Rev Bruce Hayes (Chair), Felix Blennerhassett (Hon. Treasurer), Stan Bloomer, Lily Byrne, David Caird, Carol Casey, Avril Gillatt, Barbara O'Callaghan, Rev Lesley Robinson, Lindsey Ryan, Jeanne Salter (Hon. Secretary), Adele Sleator.

Co-opted and representing **CMH: Ireland** – Dr Iva Beranek

We were deeply saddened by the death of Rev Robert Lawson earlier this year. He had served on the committee so faithfully and for many years. Our sympathy and prayers to Ada, Robert's wife, and to Theophilus and Paul, Robert's sons. As a Diocesan Committee we were profoundly blessed by Robert's presence at our meetings, he contributed so much to our work and our understanding of wholeness. He is greatly missed by all involved in the healing ministry in the Diocese, but never forgotten. May he rest in peace and rise in Glory.

Our **Annual Diocesan Service** will be held on **20th October 2019**. This year the service will take place in **Christ Church Cathedral**, beginning at **3.30pm**. We are grateful to Dean Dermot Dunne for his invitation to come to the cathedral. There will, as usual, be an opportunity for individual prayer for healing for those who wish to receive such prayer. And there will be refreshments at the cathedral after our worship. Everyone is most warmly welcome.

Intercessory prayer: Mrs Felix Blennerhassett continues to organise a team of intercessors to pray for named individuals. If you would like to be an intercessor, or be included on the list for prayer or would like to include someone for whom you are concerned, please contact Felix. Email: felixblen@eircom.net

Weekly Services: The opportunity to receive individual prayer for healing is offered every **Thursday at Christ Church Cathedral** beginning at **12.45pm** and at **St Ann's Church**, Dawson Street, also at **12.45pm** every **Tuesday**. Prayer for healing is offered to people individually during the service of Holy Communion. It is discreet and easily availed of for people who wish to do so. People who come to receive prayer at either of these services tell us how glad they are to have been at the service. 'Come as you are' – everyone is most welcome. Come and pray for those you love or for whatever is on your mind. We are grateful to the clergy who celebrate Holy Communion at these services and our gratitude also goes to the prayer ministers who stand alongside people in prayer.

Holding a Service of Healing and Wholeness: We are glad to offer support to any parish that might like to hold a healing service, especially if you have not done so before. If you would like to arrange a service of healing and wholeness, either on a Sunday or midweek, be it morning, afternoon or evening, we would be very happy to help. We can arrange for a prayer ministry team to attend if you wish, or simply offer encouragement, whatever you need. If you would like someone to give an address or talk to a group about healing ministry, we can help to arrange that too. Please contact either Rev Bruce Hayes, Chair of the committee, or Mrs Jeanne Salter, Honorary Secretary. Their contact details are at the end of this report.

Annual Lenten Quiet Day: This was held at the Mageough, Cowper Road on Saturday, 2nd March 2019, and was facilitated by Rev Lesley Robinson, who spoke to us about 'Grace in the Wilderness'. The day was well attended and the words of wisdom and hope given to us by Lesley were greatly appreciated by all. Our thanks to Lesley for facilitating the day and to the Mageough, to Felix and Stan for providing us with soup, tea and coffee, and to all who attended and made the day so worthwhile.

Anam Cara meetings were held regularly throughout the year to offer support to commissioned prayer ministers. The meetings are facilitated by Dean Dermot Dunne and many of these meetings were held at the Deanery and occasionally at Egan House. We thank Dean Dermot Dunne for facilitating these meetings and for his generous hospitality. We thank Church's Ministry of Healing, Ireland, and especially Dr Iva Beranek, for making Egan House available to us.

Working with CMH: Ireland: The diocesan committee continues to work closely with the Church's Ministry of Healing: Ireland.

Wellspring: *Come to the well. The well is deep.* Wellspring is a one-day retreat, offering silence, peace and healing. Wellspring is offered in St Patrick's Church, Dalkey a few times a year. Wellspring was brought to Dundrum Methodist Church in October 2018 and to Carrigaline, Co. Cork in March 2019. For those who attend, the day facilitates gentle healing and a deep encounter with God. If you know of anyone who might enjoy a day of restoration, spiritual nurture, prayer and reflection, please spread the word. Advance booking is essential. Please contact the office, see details below.

The Power of Presence in DCU: Two talks were offered in memory of Rev Robert Lawson, who used to work in DCU. Philip McKinley organised this and we are grateful to him for the hospitality. Dr Iva Beranek, CMH:I Ministry Facilitator, spoke on 20th February and Mrs Carol Casey, CMH:I Board member, on 27th February. On both days there were more than 30 people in attendance,

mainly DCU staff, as well as Robert's wife, Ada, and their two sons. Robert was mentioned in the talks and it was an honour to be able to remember him in this way.

Mental Health and Wellbeing Summit, Croke Park: In October 2019 it will be the fourth time having a stand at this event.

Annual Thanksgiving Service & Gift Day: We extend our thanks to Rev Stephen Neill for inviting us to Christ Church, Celbridge for this service on Sunday 23rd June, to Mrs Hilda Plant for speaking, to Rev Lesley Robinson for assisting with anointing and to the prayer ministry team. It was a beautiful prayerful service and we are grateful to Celbridge parish for their warm welcome and hospitality.

St Patrick's Cathedral Community Fund: We are grateful to St Patrick's Cathedral Community Fund for a donation towards our work.

Healer Prayer Groups: The CMH:I office has leaflets, comprehensive and easy to read, to help and encourage anyone who may be interested in setting up a Healer Prayer Group (HPG). Please ask!

Prayer Cards: The office also has a variety of attractive prayer cards which anyone, and hospital Chaplains in particular, may find helpful. We are happy to post them out to you.

Last but not least: please take a minute to look at our websites:
CMH Dublin and Glendalough Committee: www.wholenessandhealing.org
CMH: Ireland: www.ministryofhealing.ie

Contacts:

Rev Bruce Hayes (Chair): brucejohnhayes@gmail.com

CMH:I office: hello@ministryofhealing.ie

Jeanne Salter (Hon Secretary): healing.dgdc@gmail.com

Iva Beranek (CMH:I) iva@ministryofhealing.ie

**REPORT of the DIOCESAN COUNCIL for MISSION
to the
2019 DIOCESAN SYNODS of DUBLIN and GLENDALOUGH**

MEMBERSHIP OF THE COUNCIL

Ex-Officio

The Archbishop of Dublin, the Most Rev Dr Michael Jackson

The Archdeacon of Dublin, the Venerable David Pierpoint

The Archdeacon of Glendalough, the Venerable Neal O’Raw

Elected

Clergy:

Rev Ken Rue (Chairperson)

Rev Dr William Olhausen

Rev Norman McCausland

Rev Alan Breen

Rev Lesley Robinson

Lay:

Mr Terence Read

Mr Derek Neilson

Mr Henry Alexander

Ms Stella Obe

Mr Geoffrey McMaster (Hon Secretary)

Appointed by the Association of Mission Societies (AMS)

Ms Emma Lynch (Tearfund)

Co-opted

Ms Jean Denner (The Mothers’ Union) (Hon Treasurer)

Dr Paul Manook (Armenian Church in Ireland)

Rev Abigail Sines

Resignation:

Dr Leo Kilroy

All meetings took place in Church House, Rathmines, with the kind permission of the RCB.

INTRODUCTION

In introducing the 2019 Report of the Diocesan Council for Mission it is worthwhile to remind ourselves of the “5 Marks of Mission”:

1. Tell - to proclaim the Good News of the Kingdom.
2. Teach - to teach, baptise and nurture new believers.
3. Tend - to respond to human need by loving service.

4. Transform - to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation.
5. Treasure - to strive to safeguard the integrity of creation, and sustain and renew the life of the earth.

Mission has been described as being “*Everywhere to Everywhere*”. By its nature the setting out on a new endeavour can be fraught with difficulties. Just because something appears to be a good idea does not in itself mean that it will be widely welcomed with open arms, nor does it mean that it will be easily developed and brought to fruition. Good intentions, no matter how well thought out, may not be enough. There is a great danger of being overwhelmed, and of losing confidence in the endeavour.

Probably all of us from time to time encounter situations that are difficult to deal with, or we are presented with challenges that we cannot ignore. It is easy to become discouraged and to be overcome with a negativity which seeks to upset our plans. However if we consider plans important enough, and they are the right plans, we just go ahead and do them. We may be presented with situations where we need to make sacrifices or we may find what we are being asked to do is inconvenient and perhaps excessively costly. However, if we are convinced that God is calling for such a sacrifice we persevere. In the Book of Genesis we find Abraham was called to leave his home, to leave his family, to leave his friends, and to leave his security to go where God led. Abraham had no idea where he was being asked to go but he had total faith in God.

The song “*Anyway*” by American singer, Martina McBride, contains words which give us cause us to reflect:

“You can spend your whole life buildin',
somethin' from nothin'.

One storm can come and blow it all away,
build it anyway.

You can chase a dream,
that seems so out of reach.

And you know it might not ever come your way,
dream it anyway.

God is great, but sometimes life ain't good.

When I pray it doesn't always turn out like I think it should.

But I do it anyway; **I do it anyway!**”

When the first apostles were attacked and persecuted for preaching about Jesus and His Resurrection they didn't desist. They just went ahead and did it.

Does Martina McBride's song not contain a call to act? Is it not a call to Mission?

The call to Mission is being answered in many ways. People respond as they feel able. Many responders are not deterred by perceived obstacles, and there can be many, such as lack of support, detractors, shortage of money or of other resources.

As we look around our United Dioceses we see many initiatives which benefit others. It is probably true to say that most, if not all, encountered their share of obstacles but they persisted and this Report endeavours to give our United Dioceses a flavour of what is happening. Yes indeed! “They did it anyway”.

Radiant Faith brochure

Last year the Church of Ireland Council for Mission published a Booklet called “**Radiant Faith**” which was made available to all parishes (and can be downloaded from the Church of Ireland Website). This provides a valuable resource for parishes who wish to respond to the call to Mission. It gives examples of initiatives that have been undertaken in various parts of Ireland, and it provides a list of agencies (and websites) that are a valuable resource. The thrust of the Brochure is to be true to the 5 marks of Mission (listed at the beginning of this Introduction). We are called to Mission regardless of whether our response is to be big or small, fraught with difficulties, overseas or at home. If it is a response to the Great Commission (*Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit*) the right thing to do - **Do it anyway**.

ACTIVITIES

1. Friendship, Fellowship, Partnership and a Relationship in Christ with The Episcopal Diocese of Jerusalem. (“the Link”)

(Note: The Diocese of Jerusalem no longer refers to the land as the “Holy Land” preferring to use “The Land of The Holy One”).

The Link has progressed from strength to strength. Relationships have been built up between clergy in our United Dioceses and in the Diocese of Jerusalem. Opportunities of experiencing each other’s situations have been opened up.

As a result of the success of the Link, the Archbishops have decided to renew it for a further period of five years from its initial end date of January 2021.

(a) Pilgrimages

The first pilgrimage to the Diocese of Jerusalem took place in November 2017 with 28 participants. It focused on people and their situations rather than on the usual tourist attractions.

Planning for a reconciliation-themed pilgrimage in January 2021 aimed at university students and young adults is ongoing. This will be a Journey of Understanding which is intended to avoid the excessively ‘commercial’ pilgrimage

experience and give it more of a focus on learning and exchange, which could involve visits to parishes, and would not overly burden the clergy with logistical planning. This would involve Bethlehem Bible College.

(b) Joint Clergy Retreats

The Council is grateful to Rev Abigail Sines, Rev Dr William Olhausen and Rev Garth Bunting who organised the Dublin & Glendalough leg of the two stage joint clergy retreats with the Diocese of Jerusalem. This was based in the Emmaus Centre in Swords in early June 2019.

Archbishop Suheil accompanied the group of Jerusalem clergy. Archbishop Jackson also joined the programme which included eight local clergy. Upon arrival, the Jerusalem delegates were hosted for dinner in the homes of several of their Dublin and Glendalough counterparts. The overall retreat topic was “Challenges and Joys of Ministry”. Lively discussion was stimulated by talks given by Fr Peter McVerry SJ (Peter McVerry Trust), Mr Philip McKinley (DCU Chaplain) and Fr David Tuohy SJ (Come & C). These talks enabled participants to reflect on their own contexts. Worship over the first two days consisted of Morning Prayer and Late Evening Office.

The final day of the programme included a trip to Glendalough, which opened with a celebration of Holy Communion in St John’s, Laragh, with Archbishop Jackson presiding. For the service, each of the Jerusalem participants were presented with a copy of the newly available re-print of the *Book of Common Prayer*. St John’s parishioners kindly hosted the group for morning tea directly following the service and the Rev Brian O’Reilly then led the group on a prayer pilgrimage through the monastic site. The group later attended Choral Evensong in Christ Church Cathedral, toured the cathedral and finally gathered for a farewell dinner that evening.

Subsequently, Archbishop Suheil wrote to thank Archbishop Jackson and those involved in organising the retreat. He said that those who came all enjoyed their time of prayer, reflection and fellowship which brought the participants closer to each other. The reciprocal retreat is scheduled for November 2020 in Jerusalem.

(c) School links

The Council has been investigating how a school link might be established. This has required careful planning and arranging, there have been conversations and it looks like a link between schools will be established in the near future. However, as arrangements take time to set up it will be 2021 before actual travel can take place.

(d) Theological links

The Council is looking at how we might develop an exchange programme for theological students and lay readers.

(e) Al Ahli Arab Hospital (Gaza City)

Since our United Dioceses raised €150,000 under the ‘Prepare a Place’ campaign in Advent 2014 which paid for solar panels and improved staff quarters we have been familiar with Al Ahli Hospital in Gaza. The solar panels were installed on the roof of Al Ahli Hospital during November 2016. The batteries were installed in April 2017 and installation works were completed by April 2017.

This hospital was founded in 1882 and has been run by the Episcopal Diocese of Jerusalem since the 1950s. It is one of only a few charitable hospitals and the only Christian hospital in the Gaza Strip where 2 million people live, most of whom are Palestinian refugees. Al Ahli Arab Hospital operates in a region where the public healthcare system is nearing collapse. The hospital has 80 beds.

Unfortunately the outpatients’ department collapsed into the basement in December 2018. Thankfully nobody was injured when the 120 year old building collapsed due to environmental stress.

The United Dioceses donated €15,000 towards the repair costs, including €10,000 from the Council for Mission.

2. Ecumenical Bible Week

2019 was the sixth year of Ecumenical Bible Week. Its key verse was “Always be ready to give an answer...for the hope you possess” (based on 1 Peter 3:15).

The week opened with a prayer breakfast in St Paul’s Roman Catholic Church, Arran Quay.

There were midweek parish-based talks in ten venues throughout the United Dioceses with a range of excellent speakers from six different Christian traditions, including Katie Heffelfinger of CITI. Thanks are due to those who hosted these talks, including Clontarf, Howth, Rathfarnham and Whitechurch parishes. Blessington Parish was also actively involved. Attendances were up at these gatherings, thanks largely to better co-ordination of topics with the local church leaders.

This year’s symposium was chaired by Archbishop Jackson. The theme was: “How can we be Christian in Ireland today? Voices of Hope in a secularised Ireland”. Rev Dr Paddy McGlinchey gave a wonderful presentation on how the religious landscape has changed in Ireland over the last five decades and analysed the background to these changes. Sir Jeffrey Donaldson, DUP MP, spoke movingly of the difficulties faced in seeking to present a Christian perspective in the UK Parliament and on moral issues in today’s Ireland. The final presenter, Ms Patricia Carroll, outlined the importance of Christian involvement in ecological issues.

The *Thinking Allowed* panel gave their own personal reflections on what it meant to them to be Christians in Ireland today. The panelists were Archbishop Diarmuid Martin, Bishop Pat Storey, Ms Julie McKinley (Development Officer, National Bible Society of Ireland) and Rev Julian (“Jools”) Hamilton (TCD Methodist Chaplain). Their contributions stimulated a lively discussion and involvement from the audience.

The week was closed with sung Lutheran Vespers in St Finian’s Lutheran Church, Adelaide Road at which the speaker was Rev Sam Mawhinney of Adelaide Road Presbyterian Church.

The executive of Ecumenical Bible Week consists of Fr Kieran O’Mahony and Rev Ken Rue (co-chairs), Mr Gerard Gallagher and Sr Éibhlís NicUaithuas (of the Archdiocesan Office for Evangelism and Ecumenism) and Mr Jim Donnan. Best wishes are extended to Jim on his retirement from the role of CEO of Scripture Union. The executive is pleased to note that Cork Ecumenical Bible Week took place for a second year in 2019.

It is anticipated that the 2020 Ecumenical Bible Week will take place between the day of Pentecost (31 May) and Trinity Sunday (7 June).

APPENDIX

Reports on Mission Agencies’ Activities: (for information only)

As usual, the Council for Mission is delighted to include a number of reports from Mission Agencies as a means of keeping our United Dioceses informed. While these reports are not open to debate members of Synod are free to comment on them.

Tearfund Ireland

The visit to Lebanon by Canon Kevin Brew and Canon Roly Heaney from the Dublin and Glendalough Dioceses to meet some of the Syrian church leaders and Syrian refugees being supported by Tearfund Ireland was a particular highlight in the past year. During their time there, Archbishop Michael Jackson joined them to meet and hear from Syrian church leaders about their experiences and the tremendous challenges of rebuilding communities devastated by the conflict in Syria.

Another highlight of the year was the recent publication of *Children First: A Global Perspective on Volunteering in Orphanages*. Tearfund Ireland were part of the working group involved in this publication which highlights the harmful impact of international volunteering in orphanages.

From Tearfund Ireland Chairman Dr David Weakliam:

There are many examples over the past year of lives changed and communities impacted because of our partnership with local churches working with the poorest, most vulnerable and marginalised. In our overseas Programmes, we concentrated on our work in communities across Ethiopia, Nepal, Cambodia, Zimbabwe, and the Middle East, specifically Lebanon. We are also one of very few Irish organisations responding to the crisis in Yemen.

We are grateful to all the individuals and churches across the Dublin and Glendalough Dioceses who have continued to support us in prayer, volunteering, fundraising, and providing their time and expertise. Overseas, our church partners continued to work tirelessly to reach their communities who suffer because of poverty and injustice. It is this tireless endeavour and heart to see greater transformation that unifies the local church in Ireland and overseas – to demonstrate the gospel of Jesus and follow His example of responding to the poor, the widow, the hungry and the oppressed.

Kirwan House

Governors: Archbishop of Dublin (President), Mr David Orr (Chairperson), Mrs Pat O'Malley (Vice Chairperson), Dr Tony Crooks (Treasurer), Ms Camilla Gunzi, Ms Simone Orr, Ms Heather Osborne, Ms Hazel Stephens, Mr Ron Wynne, Ms Ingrid Goodbody (Secretary).

Address for Correspondence: Old Bawn, Old Connaught Avenue, Bray, Co. Wicklow.

Charity Number: CHY 20142605

Context of Work: What is now known as Kirwan House was established 225 years ago following a meeting in 1790. It was incorporated as the Female Orphanage House by one of the last Acts of the Irish Parliament before the Act of Union in 1800, and received an annual grant from the British Government until 1927. It is named Kirwan House after Dean Kirwan, who used to preach on behalf of the charity and raise funds for it annually in St Peter's Church, Aungier Street. The charity operated from 42 Prussia Street and later from a new building on North Circular Road until 1959, when it moved to 134 Sandford Road.

During the 20th Century the Thomas Pleasants Trust, The Lady Belvedere Trust and the T.P. Dormer Trust joined with Kirwan House. More recently the Governors decided to sell the Sandford Road premises and apply to the High Court to use the income to establish a Trust Fund to award bursaries to assist in the education of children who were members of the Church of Ireland or Protestant Churches in Ireland, and who were in need. The application to the High Court was approved in 1991.

Main Object: To further the education of children who are members of the Church of Ireland and other Protestant Churches in Ireland, and who are in need of financial assistance due to need, hardship, poverty or other difficulties apparent from the family circumstances, and in particular who are orphans. To provide financial assistance to the families of these children with a view to alleviating hardship and need and to enable them to continue to live together as a family unit.

In the year 2018 the number of students receiving bursaries from Kirwan House was 83, and the total amount awarded in bursaries was €42,000.

“Kirwan House - The Foremost Irish Charity 1790-1995” compiled by the Reverend Charles Carter contains a full history of the charity.

Dublin & Glendalough Mothers’ Union

We have had another very successful year with all our ongoing projects.

During 2019 we continue to roll out the new programme of Mothers’ Union Listening Observing and Acting (MULOA) which started in 2018. This encourages members to look at what we have done in the past, what we are currently doing and what we can add to further our wonderful organisation and its mission in the future. A number of very successful meetings were held at area level and we gathered many tales of the various good works that are being done by branches around the dioceses. We are using this information to see what new projects we can undertake.

2019 was the final year of our Getting Started Project with Focus Ireland supporting young people moving from homelessness or from care institutions into independent accommodation. Branches brought their donations of cleaning products and food to Diocesan Council in April and the excess food from this collection was given to the Women’s Refuges around the Dioceses. At November Council branches donated shoeboxes to Darndale Creche together with pyjamas, clothing and toiletries for distribution to the Women’s Refuges.

Our members continue to knit and sew garments for the maternity hospitals, children’s hospitals and Mission to Seafarers. We were delighted to support Temple Street Hospital this year by sewing Daisy Bags - these are used by the hospital to put keepsakes into for families who have lost a child.

Clergy of the Dioceses can submit applications for ‘*Away From It All*’ grants for people/families living in adversity (non-Mothers’ Union members and Mothers’ Union members) who would benefit from a holiday or short break.

To raise the profile of Mothers' Union in the Diocese we are organising a Fashion Show in the Talbot Hotel, Stillorgan on Saturday evening 19 October 2019 and hope that many people will come along and support this event.

Mothers' Union seeks to express our Christian faith in action through our Diocesan Projects and in working in partnership with our local church. We can work alongside and with our clergy upholding the ministry of parish life and the wider community as we reach out and care for home and family life.

*Karen Nelson,
Diocesan President*

Fields of Life (FOL)

The last twelve months have continued to be encouraging for Fields of Life (FOL). We completed our 25th anniversary celebrations in 2018 and are already looking forward to how we continue to link people in Ireland with communities in East Africa, allowing us to learn from each other, and to support the needy and vulnerable. In January our 12th annual Head Teachers Conference was opened by Uganda's Minister of State for Higher Education. He spoke with heartfelt appreciation of the work of Fields of Life, saying *"Thank you. The Government of Uganda is saying a big thank you for the love you have for Uganda. You have built schools, you are our greatest friends."* Our link with government ministers continued with the official opening of the new primary school we constructed in the Karamoja region of north east Uganda – one of the country's poorest regions.

This event was attended not only by the local MP, but by two state Ministers and the Deputy Speaker of parliament. It was a sign of how grateful the government is for our willingness to work in remote regions, and they even committed to providing additional funding to fence the school. Further details of this can be found on our website (www.fieldsoflife.org) .

We are increasing our presence in Rwanda, opening a small office there and starting a project to support education at four schools, working to develop teachers' skills and the school management committees. We also continue to support work in South Sudan, with the construction of a school in Maridi.

The year has seen plans develop for the new Vocational Training College in Gulu and we were pleased that the Archbishop of the Church of Uganda led an earth cutting ceremony for this in June. Construction has now started on this exciting endeavour.

The Church of Ireland's Bishops' Appeal, Irish Aid and other trusts and institutions continue to support our Quality Education, Christian Education and Water, Sanitation and Hygiene programmes.

Thanks to the incredible generosity of FOL supporters and the commitment of our staff, our profile and fundraising continues to support our vital programmes, changing lives, transforming communities and bringing hope to people in Uganda and surrounding countries.

Intercontinental Church Society (ICS)

ICS – Pray, Intercede, Struggle

As I mentioned last year, we at ICS felt God say to us it was time to “do new things”. This had generated a flurry of new work. I am delighted to say this has carried on into 2018. If you are subscribed to ICS News, our termly newsletter, you will find out more about this. If not, contact me and we can add you to the list. Our latest edition has a section on the ministry in Rotterdam, which is stimulating to read.

We now have an outreach worker in Schiphol airport, Mark Hafkenscheid, again more about this in ICS News. In Corfu we have pioneered and are now running, for the second year, an outreach ministry to tourists as part of our resort mission.

Alongside direct New Work, we have been supporting existing work in developing a more invitational approach to reaching out. Recognising that people are often reluctant to share their faith we are equipping people with skills and confidence to make this more part of their natural life as churches. Michael Harvey from Back to Church Sunday has been our key partner with this.

I was pleased to be able to partner with the Diocese in Europe on a project to place a person in Ankara but sadly this did not work out. I am still positive about this, if we only take the shots we know we will hit we play safe and do not leave room for faith. It was tough for those concerned, but I want to run an agency that is willing to take thought through risks and be people of faith and courage.

In addition to all this the ongoing work in chaplaincies and resort mission continue. We put a new roof on our church in Switzerland, something I never thought I would be involved in! The great thing is now the building is again fit for purpose as a mission outreach post in Zermatt.

ICS has work in 70 locations, doing a variety of types of work, with a wonderful mixture of people. Pray for us, intercede with us, as we struggle for the Gospel.

*Rev Richard Bromley
ICS Mission Director*

To find out more go to www.ics-uk.org or contact me on rbromley@ics-uk.org
<https://www.facebook.com/IntercontinentalChurchSociety/>
<https://twitter.com/interchsoc>

Support For Afghan Further Education (SAFE)

Saeeda Syed

Saeeda Syed, one of SAFE's female students whose primary, secondary, university and post graduate education was funded by SAFE, and who has two Masters Degrees in (a) Journalism and (b) Mass Communication, sought asylum in Ireland for herself and two little children in 2017.

SAFE funded the provision of a bottle sterilising unit in December 2017 when she was in the Belseskin Reception Centre and later four parcels of baby clothes to the Direct Provision Centre in Carrick-on-Suir in January and February 2018.

Saeeda has been granted asylum in Ireland and has gained her residence card. She is now studying for a Masters Degree in DCU, has received the Housing Assistance Payment and, due to the kind assistance of a Church of Ireland clergyman, has a small one bedroom apartment in Phibsboro. She now has a window in her apartment! The Luas and a hospital are very nearby and she has also received wonderful encouragement and help from DCU who also cover creche arrangements for her two children.

She is also going to do voluntary work for the Red Cross (*she worked for them in Peshawar some years ago and it was due to their encouragement that she went to the UK*) to do with the integration of Syrian refugees, and will undergo a short training course regarding the operation and requirements.

The SAFE held an Exhibition of mounted photographs, Afghan clothes and craft items in Gorey Library from 3rd December to 2nd January 2019, and it was very well received by the general public and Library staff.

Eng. Moh. Ali

SAFE sent \$650, to CAWC for Eng. Moh. Ali. He suffered a stroke which has left him paralysed on one side and speech very difficult. Ali has not been able to work since early 2016. He receives two payments a year from CAWC of \$200 each but receives no help from his brother.

Ali has a wife and two young sons. The money will help purchase fuel and food over the winter period and our constitution allows for such a payment under the heading of 'Poverty and Distress for Afghans'. Ali was responsible for Mirazar School, Clinic and a number of other projects undertaken by CAWC for SAFE. I have known him since 2003.

Archive

I have compiled 5 volumes of newspaper cuttings and A4 photographs of SAFE's activities as a sort of general archive and historical record.

Volume 1. Newspaper cuttings mainly dealing with years 2001-2017.

Volume 2. Mainly photos of Projects 2004-2017 implemented by the Central Afghanistan Welfare Committee (CAWC), and some other projects funded by SAFE and its donors from 2001-2003.

Volume 3. Photographs of the 6th October 2005 Earthquake in N. Pakistan, principally in Balakot and Muzaffarabad in Azad Kashmir (*Pakistan administered Kashmir*) and later, SAFE's responses to the disaster in Kala Dhaka.

Volume 4. Photographs of scenes etc. in Afghanistan from 1993 to 2017, and Pakistan 1992.

Volume 5. The majority of the photographs displayed in booklet No. 5 have been exhibited in most of the 12 Exhibitions held in Counties Dublin, Kilkenny, Wicklow, Waterford and Wexford since 2002.

In addition, I have also included most of the photographs taken in Wardak and Logar provinces following the February 11th 1999 earthquake.

I have included my letter to Jolyon Leslie of UNOCHA, Kabul, and my 7 page report on the earthquake and general INGO response to Mr Euan McCleod-Head of the EU Commission in Peshawar.

Terence G.K. O'Malley
Chairman, SAFE (kabul@indigo.ie)
www.safeafghanistan.ie

Church Mission Society Ireland (CMSI)

CMSI's annual theme for 2018-2019, *In The Margins*, highlighted the biblical mandate for all God's people to care for those on the edges of society and shared stories of the global Church serving vulnerable communities. Parishes and individuals throughout Ireland – including many in the Diocese of Dublin and Glendalough – have been helping CMSI's Global Partners as they engage in life-changing mission...in the margins.

Through partnership links, engagement in CMSI's Children's resource, prayer and financial giving, Dublin and Glendalough supported a variety of mission programmes in Burundi, Egypt, Kenya, Nepal, Rwanda, South Sudan and Zambia.

Every year, the CMSI staff and volunteers engage in a busy programme of speaking engagements and events across Ireland – including a number of key engagements in Dublin and Glendalough. January saw the CMSI roadshow return to Kill O' The Grange parish for an evening of stories and updates. On the last Saturday in March, the society hosted *Shine*, its annual members' day in Dublin.

CMSI continues to work closely with the Church of Ireland Theological Institute, offering opportunities for student placements with the global Church and helping to facilitate visits from global partners to Ireland. In April 2019, the Institute's principal, Rev Canon Dr Maurice Elliott, visited CMSI's partners in the Diocese of Northern Zambia, to learn about, and contribute to the work at St John's Anglican Seminary in Kitwe.

Later in 2019, CITI will play host to two guests from CMSI's partners in Kenya, one of whom will be undertaking a placement under the Bishops' Appeal Harmann Scholarship. Bray Parish will host both visitors as an expression of their ongoing link with Kenya.

As CMSI helps equip the Church to engage more deeply in global mission, it would welcome opportunities to serve more parishes in Dublin and Glendalough. The society is hugely thankful for the support it receives from the diocese.

www.cmsireland.org

South American Mission Society (SAMS UK and Ireland)

Transition

SAMS Ireland has been in a place of change. Last year saw a new Mission Director appointed, as well as some long term mission partner's time overseas come to an end. As one generation of faithful servants bring their time overseas to a close, we are aware that a new chapter is about to commence. Along with many mission agencies, SAMS is aware that the mission context within which we operate is changing in a significant way.

With change comes opportunities. In a new strategy for the future, SAMS Ireland will continue to partner with the Church in Latin America as it seeks to grow leaders. An example of this type of collaboration, is part sponsoring leaders

through their training and preparation for ministry. In the past year, SAMS has been involved with future leaders from Peru, Argentina, Paraguay and Chile.

Our FUSION program continues to facilitate partnership with the Latin American church in another way. Young men and women who want to serve the wider church are welcomed from southern cone countries into different parish settings here in Ireland. This exciting opportunity brings mission not only onto our doorsteps, but into our churches. Many churches have benefitted greatly by having a Latin American in their congregation for a year. Each of these church's understanding and practice of Mission takes a great leap forward.

For more information about this programme or other aspects of SAMS work please contact the Office in Lurgan or look up the website (www.samsireland.com).

Irish Committee for Dr Graham's Homes, Kalimpong West Bengal, India

Registered Charity No.CHY18530 : CRA No.20071264

Committee: Very Rev Dermot Dunne
Mr Brian Hamilton-Rodgers
Ms Ruth Handy
Mrs Valerie Houlden
Dr Kerry Houston
Mr Jamie O'Malley
Mr Terence Read (Chairman)

The charity is one of several International Committees supporting the work of Dr Graham's Homes and Gandhi Ashram School in Kalimpong, West Bengal, India.

Dr Graham's Homes was founded in 1900 by Dr John Alexander Graham, a Presbyterian missionary, to care for the orphaned and abandoned children from the tea estates. It cares for needy children of Anglo-Indian background, as well as local poor children, and also fee-paying children.

Gandhi Ashram School was founded in 1993 by an Irish-Canadian priest, Fr Edward McGuire SJ, for the poorest of the poor, the '*coolie kids*' of the hills coming from local rural villages.

This charity supports children from Scheduled Castes and Scheduled Tribes who attend Gandhi Ashram School, and go on to Dr Graham's Homes, and St Philomena's School run by the Cluny Sisters, to complete their secondary education.

Students supported at third level include one who has completed his degree in Honours English and hopes to publish his first book soon; and another remarkable student who is doing her second degree in Social Welfare and Conflict Management.

Our current infrastructural project in the Homes is a most exciting one to upgrade the Kindergarten section, and greatly enhance the health and safety standards for the 200 children and staff, and provide excellent new playground equipment. We are particularly grateful to our consultant architect, John Sugars, who has planned the project in meticulous detail.

We are delighted to welcome two new members to our Committee. Both Dr Kerry Houston and Mrs Valerie Houlden bring a wealth of knowledge and experience, especially in the fields of music and health.

We are very grateful to those funding agencies and individuals who support our work. Contributions, however small, from parishes and individuals can make a vital difference in a life.

Education is the greatest gift one can give a child, enabling them to develop their own God-given gifts.

As W.B. Yeats said: *“Education is not the filling of a pail, but the lighting of a fire.”*

Terence Read (Chairman)

1 Beeches Park, Glengageary, Co. Dublin

E-mail: terence.read@googlegmail.com

The Mission to Seafarers, Alexandra Road, Dublin Port

The Mission to Seafarers Ireland provides pastoral care for seafarers of all nationalities, ranks and beliefs at the Seafarers' Centre, Alexandra Road, Dublin Port, seven days a week, all year round. We offer practical, emotional, and spiritual support to seafarers through ship visits and a real welcome at the Centre which has become a 'home from home' facility since we moved to a new building provided by Dublin Port Company in 2016.

Here the seafarer can enjoy time away from the ship, use Wifi and the internet free of charge and international Sim cards are available to purchase at a reasonable price, enabling them to keep in touch with loved ones, even from their ships.

The Centre is accessible 24/7 and is manned by volunteers in the evening hours.

Rev Willie Black - Honorary Port Chaplain - leads a team of volunteers. Ms

Noeleen Hogan is the Centre Co-Ordinator and Mr Dermot Desmond is the Ships Visitor.

It would not be possible to provide these services without the ongoing support of our volunteers who open the Centre every evening and we are forever grateful to this team who ensure a warm welcome to each and every seafarer.

The common welfare issues of isolation, loneliness, and missing family for extended periods of time persist. We hope that our Centre helps to relieve some of these pressures.

We also depend on the support of the Parishes, Organisations, Companies and Benefactors who recognise the work that we do and make a financial donation annually. This generosity is never taken for granted and helps us provide for the needs of seafarers.

The ethos of the Mission to Seafarers, often referred to as the Flying Angel Centre, is spread when Rev Willie Black and Rev Bruce Hayes speak to congregations and groups and many are surprised at the extent of the work undertaken - almost 3,000 visitors and almost 1,000 ships visited annually. The simple gift of a Woolie Hat (often knitted by a ladies group) is welcomed by seafarers who work long hours in extreme conditions in a dangerous and difficult environment.

The plight of the Seafarer is never far from our minds and if you have helped in any way we thank you sincerely.

For further Information:

Rev William Black, Mission to Seafarers Dublin Port Chaplain: 086 150 3747

Dermot Desmond, Mission to Seafarers Ships Visitor: 087 066 6231

Mission to Seafarers Ireland

Alexandra Road

Dublin Port

Dublin 1 DO1 KT32

REPORTS from
YOUTH ORGANISATIONS to the 2019
DIOCESAN SYNODS OF DUBLIN & GLENDALOUGH
(included for information only)

THE GIRLS' BRIGADE IRELAND – SESSION 2018/2019

Our AGM was held on Saturday the 8th September 2018 in the Marine Hotel, Sutton, Dublin 13 preceded by workshops such as Arts & Crafts, P.E. Sets etc which were held in Sutton Methodist Hall followed by lunch in the Marine Hotel and then by our AGM in the afternoon. There was a very good attendance from leaders, both from Dublin and around the country and there was also a presentation from Barnardos, before the business part of our AGM, as they were our chosen charity for 2018/2019. Each year The Girls' Brigade Ireland chooses a charity and any monies raised at company level, and National level, is presented to them at the following AGM.

Many companies started their session by packing shoeboxes for Team Hope Ireland. In late November some of our older girls and leaders helped in Team Hope's warehouses all over the country. The Girls' Brigade Ireland takes a very 'hands on' interest in Team Hope and in fact some of our leaders have travelled to the countries that benefit from their wonderful work.

Our Choral Speaking and Feis Competitions were held at the end of November 2018 and our National PE Competitions took place during February and March 2019 followed by company displays all over the country as they 'wound down' before the summer break and got the chance to showcase all that the girls had been doing over the past Session. During the 2018/2019 Session there are also Arts and Crafts competitions in each Section and the high standard that we see is simply amazing, there are indeed very talented girls and young women in our companies. We also have a Musical Theatre Competition each year and every company that enters thoroughly enjoys the experience, the singing, dancing, costumes, make-up and performing on stage in front of a packed house, well it's an evening not to be missed.

Our Past Members Association holds a Christmas Carol Service each year and also a lunch and/or 'afternoon tea' which are both well attended as it gives everyone the opportunity to catch up with 'old friends' and reminisce. Our Past Members group are always looking for new members to join them so please get in touch with us at headquarters if you are interested, you would be made most welcome.

Joan Nicoll, our National Director, retired from her role at the end of May and our Administrative Assistant, Sarah Swann, also moved on to new pastures. We wish them both well as they now follow different paths in their lives. On the 8th June

2019 The Girls' Brigade Ireland hosted a lunch in the Sandymount Hotel for both ladies and a very enjoyable day it was albeit a bit emotional for all concerned.

We welcome Jemma Lee, who joined us as our National Secretary on the 12th August 2019, and we look forward to working with her as we enter a new phase in GBI with a modern updated Website. We are also in the process of introducing new software which will reduce the amount of paperwork and form filling that companies, especially Captains, have had to contend with each Session and make the process of joining a company much easier for parents as they will now be able to enrol their girls online.

Certainly, busy times ahead but we are looking forward to the challenge and to perhaps getting the opportunity of opening a new company or two around the country. So, on that note we would welcome anyone reading this report if they would be interested in doing so could they get in touch with us as we would dearly love the opportunity to expand our organisation.

*Margery McElhinney,
National President,
The Girls' Brigade Ireland*

GIRLS' FRIENDLY SOCIETY

Dublin & Glendalough Girls' Friendly Society

At present, three G.F.S. branches, Athy, Donoughmore and Dunganstown, meet in the Diocese of Dublin & Glendalough with 84 members in total including leaders and two life honorary members, Mrs Olive Waugh and Mrs Audrey Thomas. Mrs Myra Moody, Donoughmore Branch, is Diocesan President and Mrs Deirdre O'Callaghan, Dunganstown branch, Diocesan Treasurer and they both represent the Diocese at All Ireland G.F.S. Central Council meetings held three times a year. Training for leaders and helpers from all branches took place in August 2019 in preparation for Autumn 2019 with a range of topics covered including "Dealing with Challenging Behaviour", "Attracting, retaining and valuing leaders" (Steve Grasham, CIYD) and a presentation by Tom Tate (WhyMinds) on Mental Health within the Christian context.

Alongside a structured bible study programme and craft syllabus, the girls attending G.F.S. have the opportunity to build self-confidence and self-esteem following the badge syllabus. The aim of the badge syllabus is to teach and encourage new skills, partake in challenges and adventure, as well as being engaged in Community and Church Life. The G.F.S. Badge programme includes Home and Personal Care, Community and Developing World involvement

including an awareness for the care of our environment, Church life and knowledge, Personal and physical skills. G.F.S. members supported the "Less Plastic for Lent" initiative during Spring 2019, shared to us by Thembeke Pama, G.F.S. World President, raising our awareness of what each person can do to make a difference to protecting God's world.

Oak House, a mid-terrace Georgian residence at 36 Upper Leeson Street is owned and managed by G.F.S. Accommodation is provided here for third level female students on a self-catering basis with a resident supervisor. Accommodation here is very quickly booked out annually as it is on the main bus route to UCD and TCD with very competitive rates charged for excellent facilities. An application form can be downloaded from www.girlsfriendlysociety.ie or by an email request to office@girlsfriendlysociety.ie Lorna Rowe and Amy Hourie take care of all administration for G.F.S. in the Central Office at Oak House and may be contacted by phone on (01) 6603754.

G.F.S. Ireland is supporting a three year World Project in Sri-Lanka since 2017 which seeks to empower girls and women by providing them with basic English language skills that would make them confident and competent and enhance their employment prospects. The offertory at G.F.S. World Day of Prayer Services (September) are expected to go to the World Project. Branches of G.F.S. throughout Ireland also give financial support to UDP Nairobi's Mission Partners and to the staff in St. Columba's Hospital, Hazaribagh, India.

G.F.S. Worldwide has created a resource to be used by Christians called "Prayers of Hope". The reflections and prayers have been supplied from around the world and are updated monthly on the G.F.S. Ireland webpage. A number of delegates from different dioceses in Ireland led by Alison Jackson, Central President, plan to travel to the 23rd G.F.S. World Council in Johannesburg, South Africa from 9th –19th July 2020.

Through lots of fun and friendship, real faith development and through fellowship shared locally, nationally and internationally, G.F.S. continues as a dynamic force in many parish settings.

*Mrs Myra Moody,
Diocesan President*

THE IRISH GIRL GUIDES (EASTERN REGION)

Irish Girl Guides (IGG) is a youth-driven, uniformed, dynamic organisation offering a varied and exciting programme for girls and young women aged 5-30, and opportunities for women of all ages. Members of the IGG follow a non-formal educational programme called the Journey Programme which consists of three elements within each Branch programme: Compulsory Challenges, Choice Challenges and Interest Badges. While following the programme the members learn new skills, grow in self-confidence, develop teamwork and leadership skills, experience new activities and build lifelong friendships.

Staff and volunteers play a vital role in ensuring the organisation achieves its mission. The National Office of the organisation is in Dublin and employs twelve staff working in varying roles. IGG also employs Regional Development Officers (RDOs) and each region has at least one RDO. Volunteers remain the backbone of the organisation, operating Units and working as committees across the country. All volunteers undergo training and a screening process which includes attendance at Child Protection training.

New in 2018: IGG launched two new Engineering badges – one for Guides and one for Brownies – encouraging the girls to work through a variety of engineering challenges based on creative thinking, curiosity and teamwork. Ladybird Branch also launched the STEM badge to encourage the youngest members to develop an interest in Science, Technology, Engineering and Maths (STEM) through a series of fun science experiments and engineering projects. September saw the launch of the Brownie Challenge which challenges the girls in six different areas – Guiding, Outdoors, Lifeskills, Global Awareness, Teamwork and Change.

2018 Eastern Region Highlights: Eastern Region leaders participated in various trainings throughout the year with an emphasis on safeguarding, Online Guide Manager (OGM) and the IGG accounts package. Other trainings included Leader warrant trainings, First Aid trainings and a range of local fireside trainings offered by Commissioners. Ten Brownie Units had a great time discovering all about water conservation using LEGO Robotics. The National Guide Awards, held in Croke Park, included 57 Guides from Eastern Region. A number of Leaders and Senior Branchers represented IGG at events at home and abroad and have returned to the Region with new ideas. In April, the 13+ Weekend brought 31 Guides, 8 Senior Branchers and 10 Leaders together by the sea in Carne, Co. Wexford. Attendees learned basic camping and holiday skills which included a campfire on the beach. 96 Leaders attended Eastern Region Conference in October and donated 84 emergency overnight bags which were presented to Women's Refuge Centres.

THE BOYS' BRIGADE AND GIRLS' ASSOCIATION

The Boys' Brigade and Girls' Association ("The BB") has a mission to care for and challenge young people using a programme of informal education, which is underpinned by the Christian faith. Membership is open to young people between the ages of 4 and 18. The programme of The BB is designed to assist churches reach young people, although membership is open to those of all faiths and those of none. In common with other youth work organisations, The BB aims to develop skills in its leaders to assist young people in the transition from childhood to adolescent, from dependence to independence and provide opportunities for their personal, social and spiritual development.

The BB, working continuously with children and young people for 128 years in Ireland, is proud that its principle objective continues to be the advancement of Christ's Kingdom among young people and the promotion of habits of obedience, reverence, discipline, self-respect and all that tends towards a true Christian character.

Membership

Development of The BB is a challenge throughout the country and within the Region there are currently 26 Companies divided into 5 Districts and 1 group administered by the Northern Ireland Region:

- 4 Companies in the Eastern District...2nd, 7th, 10th and 12th Dublin
- 6 Companies in the South Eastern District...Baltinglass, Bunclody, Dunleckney, Gorey, Kiltegan and Littlewood
- 6 Companies in the Midlands District...Athy, Carnalway, Mullingar, Nenagh, Portarlinton and Roscrea
- 7 Companies in the Northern District...Achonry, Cavan/Kilmore, Clontibret, Drung, Glaslough, Killeshandra and Longford
- 3 Companies in the Southern District...Clonakilty, Cork and Tralee
- 4 Companies administered by the West Ulster Battalion, Northern Ireland Region...Donegal, Dunkineely, Letterkenny & Milford

Committees

Brian Weekes continued this Session to act as part-time National Director, until the recruitment process for a full-time employee was completed. The services of Martin HR Consulting were acquired to assist us in the recruitment and selection of a full-time employee. Jenny Weekes was selected to fulfil a new role of Regional Administrator with effect from the 2nd January. This role ensures compliance with national statutory and regulatory requirements in addition to providing administrative support to Committees, Companies and Leaders.

The various committees and groups have met throughout the Session and considered many issues covering a wide range of topics including the impact of The Charities Regulatory Authority's Code of Governance on the organisation over the coming years. All structures within the Region, including Companies, have been encouraged to take part in The Brigade's "Raise the Bar" Campaign and build on the quality The BB offers as an organisation.

Under the Brigade constitution Representative Members of the Regional Committee are elected for a three year period and may serve a maximum of three consecutive terms of office, retiring for at least one year before becoming eligible for re-election. The Republic of Ireland Regional Committee consists of seven members. Alan Ayling, Mark Acheson, Andrew Pierce, Philip Daley, Alan Privett, Gavin Rothwell and Brian Weekes were elected in April 2017 to serve on the Regional Committee for the three year period 2018-2021.

Activities

The Activities Committee provides national events for the organisation and the five-a-side event took place on 5th January 2019. It proved to be a fun and enjoyable day with teams from the Northern, Midlands and Eastern Districts. Three hours of football fun and fellowship were enjoyed by all with the overall winners being the 1st Drung B team. The Juniors' Weekend was cancelled for this Session due to a clash with other District events, but it has been provisionally booked for the weekend of the 4th and 5th April 2020.

Training

The BB recognises the importance of having properly trained leaders with the relevant skills, knowledge and attitudes needed to ensure competent and effective work with young people. Andrew Pierce was elected as Training Director in May 2018. Courses were arranged at both Company and Regional level during the session. A Youth Leader Training Course was held on the 13th April, which provided those that attended the opportunity to complete Modules 1-7 of the revised programme. Some Leaders also attended courses arranged by the Belfast Battalion in Northern Ireland.

National Quality Standards Framework (NQSF) for Youth Work

The BB was not required to complete a progress report for 2018. The NQSF is a support and development tool for the youth work sector. Its main purpose is to support youth work services to improve the work they do, and show that work to others, including the Department of Children and Youth Affairs (DYCA) who fund youth work around the country.

Districts

The Districts undertook many activities including Parade Services, Drill Competitions, Roll and Bowl nights, ZIPIT, Activity Days and Quizzes. We are

indebted to the District Co-Ordinators, Assistant District Co-Ordinators and the Leaders throughout the Districts for all the work they undertake during the session.

Child Protection

Training courses to ensure that all Leaders were familiar with the policies adopted following the commencement of the remaining provisions of the Children First Act 2015 were held throughout the session at District and Company meetings. In addition, 21 Leaders were re-vetted in accordance with our revised Child Safeguarding Policy.

National Youth Council of Ireland (NYCI)

The BB has continued its membership of the NYCI. The NYCI is a representative body for national voluntary youth organisations in Ireland. It represents and supports the interests of over 50 voluntary youth organisations and uses its collective experience to act on issues that impact on young people. NYCI's role is recognised in legislation through the Youth Work Act 2001 and as a Social Partner in the Community and Voluntary Pillar. NYCI's vision is one where all young people are empowered to develop the skills and confidence to fully participate as active citizens in an inclusive society.

Finance

Our main sources of income continue to be membership contributions, together with the Department of Children and Youth Affairs Youth Service Grant Scheme (YSGS) enabling the promotion of our many and varied activities, especially in the areas of development, training and programmes throughout the Region. We express our most grateful appreciation and thanks to those, including our Past Members in The Stedfast Association, who have supported us by contributing to our funds, despite the many financial demands being made on so many today.

Conclusion

It would be impossible to record individual thanks to the many who have given of their time, energy and talents to the work of the BB during the year, and we wish to thank the many Leaders, Past Members and friends who have assisted the Region throughout the Session and we pray that, with God's help, the work of the BB in this Region will continue to prosper and grow being ever mindful of our Object; the advancement of Christ's Kingdom.

*Jenny Weekes
On behalf of the Management Committee*

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THE IMPACT OF A BEQUEST



The Christian Church has been a strong influence on our lives for over 2000 years. It would be much appreciated when making your will if you remember us in it. This would financially help us to meet the many challenges in the years ahead.

Your bequest to our United Dioceses of Dublin and Glendalough would have an impact, for not just this generation, but for several to come.

As we all know, it is important that we make a will regardless of age or financial situation.

The practical and spiritual effect of a bequest to a charity cannot be over-emphasised. Whether large or small, a donation from the estate of a supporter very often “lightens the load” on a charity when it is most needed.

Before making a bequest, the needs of the family should take first consideration, and perhaps such a bequest can be done in discussion with those who are the closest to you. For example, you may wish to give a specific amount, a specific asset, or the residue of your estate. Your solicitor will be able to guide you through options and wording to make a bequest.

Thank you for prayerfully considering a bequest to the United Dioceses of Dublin and Glendalough. If you would like further information, please contact the Diocesan Office: Email: secretary@dublin.anglican.org, or call 01 4966981.

Suggested wording for your gift as contained in your will:

“I GIVE, DEVISE AND BEQUEATH ...[here insert clear particulars of the benefaction i.e., a particular sum of money, specific property, a share of the residue, etc.] to the Church of Ireland United Dioceses of Dublin and Glendalough in trust for ... [here insert clear particulars of the object for which the benefaction is to be applied e.g., support of Mission and/or Ministry in the United Dioceses]... or, for such charitable purposes as the United Dioceses of Dublin and Glendalough may from time to time in its absolute discretion approve and, I direct that any funds received by the United Dioceses of Dublin and Glendalough in pursuance of this my Will and to further any of the above-mentioned ends, 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.

The receipt of the Diocesan Secretary or any trustee of the Dioceses for the time being shall be sufficient discharge to my executors.”

Your own Solicitor will check the final wording in a professional and impartial way to ensure that your intention is reflected in your will.

Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God.

Hebrews 13:16