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DUBLIN DIOCESAN SYNOD

Elected 2023

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)
Llewellyn-MacDuff, Rev L
(Dean's Vicar)

Refaussé Raymond
Casey, Carol
Wynne, David

St Patrick's Cathedral

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

Fenton, Albert
Hayes, Scott
Houston, Kerry
Parminter, Louis
Power, Andrew
Ruttle, Sandra

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) (Treasurer)

Kenny, Olive
Dawson, Paul
Hanton, Margaret

St Ann and St Mark with
St Stephen
Arbuthnot, Rev Paul I (Canon)

Vincent, Arthur
McCrodden, Peter
Morrow, Ruby

St Bartholomew with Christ
Church (Leeson Park)
McCroskery, Rev Andrew (Canon)

Ferguson, Traudi
Slattery, John
Wrigley, Margot

Boosterstown and Blackrock
(Carysfort) with Mt. Merrion
Wharton, Rev Gillian V (Canon)

Teggin, Quentin
Morris, Stephanie
Chamberlain, Sheila

Bray
Madden, Rev Leonard M

Corr, Julie
Gray, Nicola
Reynolds, Carol

Bray Crinken (St James)
O'Brien, Rev Tom (Canon)

Ellis, Andrew
Gardiner, Stephen
Scargill, Geoffrey

Castleknock and Mulhuddart with
Clonsilla
McConaghie, Rev Colin A
Quinn-Thomas, Natasha (curate)

Devlin, Rachel
Good, Olive
Fleeton, Elizabeth

St Catherine and St James
with St Audoen
Gardner, Rev Mark D (Canon)

Hackett, David
Kilbey, Jimmy
Vacant

Clondalkin and Rathcoole
Rufli, Rev Alan J

O'Callaghan, Barbara
Armstrong, Sylvia
Sherwood, Joy

Clontarf

Robinson, Rev E C Lesley (Canon)

Boyle, Lynn
Patten, John
Walsh, Carole

St Columba's College

Owen, Rev Daniel J

Swift, Ronan
Clarke, Tristan
Vacant

C.O.R.E.

Heaslip, Rev Eoghan

Maguire, Shane
Watts, Joy
Ebbs, David

Crumlin and Chapelizod

Noble, Rev Ruth

Heasley, Lavinia
Weekes, Les
Rusk, Shona

Dalkey

Elmes, Rev Ruth

Tarleton, Don
Miller, John
Aston, Jill

**Drumcondra, North Strand and
St Barnabas**

Bunting, Rev E Garth

Denner, Jean
Kemp, Lorna
Kenny, Irene

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

Brunn, Rev Steven

Rhodes, Jacki
Woulfe-Flanagan, Terence
Hastings, Shirley

St George and St Thomas

Vacant

Mushonga, Evonne
McKinley, Julie
Ndulue, Augustine

Glenageary

Dowd, Rev Garfield G

Steer, Jill
Webb, Michael
Wayman, Sheila

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

Kelly, Rev Anthony

Graham, Sylvia
Plant, Linda
Cashell, Robert

Howth

Heak, Rev Philp

Galway, Fiona
O'Neill, Michael
Sleator, Adele

Irishtown and Donnybrook

Ruddock, Rev Leonard W (Canon)

Bell, Jonathan
Farmer, Lindy
Gillatt, Avril

Killiney (Ballybrack)

Vacant

Crampton, Ronnie
Keogh, Gillian
Salter, Jeanne

Killiney (Holy Trinity)

Vacant

Millar, David
Middleton, Helen
Moore, Chris

Kill o' the Grange

Breen, Rev Alan

Darling, James
Faulkner, Mark
Van Embden, Bert

Kilternan

Clements, Rev Rob

Brennan, Rev Caroline (curate)

White, Mary
Barry, Carol
Robinson, Jackie

The King's Hospital

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

Ronan, Mark
UaBruadair, Cormac
Aiken John

Mageough Chapel

Kingston, Rev Robert G

Stephen, Irene
Leahy, Sally Ann
Kingston, Rosemary

Malahide Union and St Doulagh

Gillespie, Rev David I (Canon)

Barker, Patricia
Michael, Lucy
Daly, Karl

Monkstown

Byrne, Rev Roy H (Precentor)

Oldham, Elizabeth
Duncan, Valerie
Kirker, Roger

Raheny with Coolock

Ronné, Rev Kevin M

Puirseíl, Séamus
Finnegan, Liberty
Vacant

Rathfarnham

Galligan, Rev Adrienne (Canon)
Buchanan, Rev Michael (curate)

Middleton, Philip
Whyte, David
O'Connor, Linda

Rathmichael

Hanily, Rev Sean

Perrin, Geoffrey
Byrne, Lily
Barron, Paul

Rathmines with Harold's Cross

Jones, Rev Robert D
Hamilton, Rev Colin (curate)
Hamilton, Rev Rebecca (curate)
Evans, Rev Scott (curate)

Lewis, Edward
Gyves, Ruth
Kelly, Joe
Kirk, Cecil
Lavin, Paul
Black, Andrea
Ghosh, Romila
Daley, Nic
Key, Lake

Sandford with Milltown

Gyles, Rev Sonia O (Canon)

Richards, Graham
McMahon, Helen
Potterton, Ruth

Sandymount (St John)

Jones, Rev Robert

Benson, Nicola
Vacant
Vacant

Santry and Glasnevin with Finglas

Oxley, Rev David W (Canon)

Patton, Alan
Gray, Brian
Heather, Stephen

Stillorgan with Blackrock

Conroy, Rev Kevin

Shaw, Malcolm
Bryan, Hilary
Barrett, Rosemary

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

Phair, Rev Neal

Vincent, Stephen
Elliott, Fred
Scott, Brian

Tallaght

Deverell, Rev William R H (Canon)

Fryday, Laura
Gibson, David
Hutchinson Edgar, David

Taney

Pierpoint, Rev Nigel
Burns, Rev Jane (curate)

Brooks, Roger
Dwyer Joyce, Linda
Connor, Peter

Tulow

Tanner, Rev L John

Rhodes, Alan
Cooper, Barbara
Swanwick, Nigel

Whitechurch

Bowles, Rev David

St Leger, Hugh
Hislop, Harold
Kelly, Jane

Zion Church (Rathgar)

White, Rev David

Forrest, Andrew
Revington, Carol
McConnell, David

GLENDALOUGH DIOCESAN SYNOD

Elected 2023

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)

Llewellyn-MacDuff, Rev L (Dean's Vicar)

Toland, Ciarán
Kinsella, Stuart
Daly Denton, Margaret

BENEFICES

Arklow, Kilbride and Inch

Barrett, Rev K Arthur L(Canon)

Barrett, Brigid
O'Malley, Patricia
Dillon, Mary

Athy, Kilberry and Fontstown

O'Reilly, Rev Conor

Greene, Richard
Lazenby, Jennifer
Young, David

Blessington and Kilbride with Hollywood and Ballymore

Stratford, Rev Niall R

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

Castlemacadam with Ballinaclesh

Harris, Rev Suzanne S

Clissman, Becky
Tyner, Dawn
Phelan, Valerie

**Celbridge and Straffan with
Newcastle-Lyons**

Neill, Rev Stephen M

Moody, Robert
Hardy, Thomas
McMaster, Geoffrey

Delgany

Vacant

Huddie, Paul
Walsh, Suzie
Beck, Julie

**Donoughmore and Donard with
Dunlavin**

O'Raw, Rev Neal

Moody, Myra
Barrett, William
Honner, Shirley

Dunganstown, Redcross and Conary

Heaney, Rev J Roland (Canon)

Woolmington, Sammy
Johnson, Joy
Ramsey Dicks, Pamela

Greystones

Mungavin, Rev David S (Chancellor)

Connolly, Frank
Handy, Ruth
Fitzgerald, Emma

Leixlip and Lucan

Peoples, Rev J Scott

Cooper, Inez
White, Gordon
Twomey, Valerie

**Narraghmore and Timolin with
Castledermot and Kinneagh**

Rue, Rev Kenneth

Chambers, Charles
Hendy, Philip
Ashmore, Andrew

**Newcastle and Newtownmountkennedy
with Calary**

Styles, Ven Ross (Archdeacon)

Norse, James
Dowling, Lucas
Neilson, Derek

Powerscourt with Kilbride, Bray

Hallissey, Rev Cathy J

Cameron, Judith
Davis, Gillian
Fraser, Rachel

**Rathdrum and Derralossary with
Glenealy**

Vacant

McWilliams, Peter
Jennings, Nicola
Sheane, Heather

Wicklow with Killiskey

Kinhead, Rev John (Jack) A H

Glanville, Lynn
Hopkins, Lesley
Golden, Scott

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 (2023-2026)

Rev Dr Duraikannu Yesupatham
Dean of Residence, Trinity College, Dublin

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

Empey, Rev C Adrian (Canon)
Chaplain – Brabazon

Jones, Rev Robert D
Chaplain – TU Dublin

McGlinchey, Rev Patrick
C of I Theological Institute

G Miezis, Rev Imants
Latvian Evangelical Lutheran
Church Worldwide

OTHER ARCHIEPISCOPAL APPOINTMENTS

Evans, Rev J Scott
Holmes, Rev Trevor
Plant, Hilda
Tanner, Rev L John
Ryan, Patrick

Chaplain U.C.D.
Hospital Chaplain
Hospital Chaplain
Hospital Chaplain
Hospital Chaplain

NON-STIPENDIARY MINISTERS IN THE DIOCESES

Alcock, Rev Terry
Baker, Rev Charles E
Bennett, Rev Avril E J
Casserly, Rev Caroline
Ginnelly, Rev Yvonne
Heaney, Rev Michael R

Lew, Rev Henry E A
Lilburn, Rev R I Terence
Marshall, Rev Robert
O'Connor, Rev Martin
West, Rev C Cecily

SELF SUPPORTING MINISTERS IN THE DIOCESES

Lodge, Rev Prof Anne

McCauley, Rev Dr Mathew

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

Condell, Ron
 Daly, Marcus
 Deverell, Lionel
 Dunne, William
 Fennelly, Ken
 MacCann, Lyndon
 McCabe, Connor

Neill, Robert
 Perdue, Joyce
 Ritchie, David
 Richards, Gordon
 Smith, Sally
 Webb, David

The Diocesan Councils lay down that in accordance with Chapter 2.10 of the Constitution the Councils elect 1 lay member per licensed clergy (currently 5) and Chapter 2.11. of the Constitution the Councils elect 8 lay member per dioceses (i.e 16). The maximum number to be elected is 21. The members noted above are the ones elected by Councils with signed declarations received.

+ Michael Dublin and Glendalough

31st August 2024

CLERICAL CHANGES (STIPENDIARY) since the last Report

INSTITUTIONS:

Rev Niall R Stratford	Incumbency of Blessington	12.04.24
Rev Leonard M Madden	Incumbency of Bray	19.09.24

APPOINTMENTS:

Rev Colin A MacConaghie	Chaplain to the Mothers' Union	01.01.24
Ms Annie Fletcher	Honorary Lay Canon of Christ Church Cathedral	25.02.24
Rev Iosif Pop	Ecumenical Canon of Christ Church Cathedral	25.02.24
Ven Ross Styles	Archdeacon of Glendalough	01.04.24

Rev Canon Professor Anne Lodge	Canon of Christ Church Cathedral	14.04.24
Rev Steven Brunn	Priest-in-Charge Dun Laoghaire	17.05.24
Rev Kenneth G Rue	Rural Dean of West Glendalough	01.05.24
Rev Lyndsay Llewellyn-MacDuff,	Dean's Vicar	09.09.24
Rev Dr Yesupatham Duraikannu	Dean of Residence, Trinity College	01.10.24

LICENCES:

Rev Baden T Stanley	Ministry of Contemplation	01.12.23
Rev Caroline Brennan	Curate of Kilternan	23.06.24
Rev Michael Buchanan	Curate of Rathfarnham	23.06.24

RESIGNATIONS & RETIREMENTS:

Rev Baden T Stanley	from Incumbency of Bray	30.11.23
Rev Gary L Hastings	from Incumbency of Killiney (Ballybrack)	31.12.23
Rev Leonard W Ruddock (Canon)	from Chaplain of the Mothers' Union	31.12.23
Rev Dr Edwin Aiken	from Dean's Vicar of Christ Church Cathedral	31.01.24
Rev Neal J O'Raw	from Archdeacon of Glendalough	31.03.24
Rev Brian M O'Reilly	from Incumbency of Rathdrum & Derralossary with Glenealy	25.04.24
Rev Neal J O'Raw	from Rural Dean of West Glendalough	30.04.24
Rev Nigel JW Waugh	from Incumbency of Delgany	31.05.24

CLERICAL CHANGES (*Self Supporting*) since the last Report

LICENCES:-

Rev Dr Mathew MacCauley		23.06.24
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DIOCESAN LAY READERS

Adams Lynn
Armstrong, Sylvia
Black, Victor
Bowyer, Mark
Byrne, Peter
Casey, Carol
Connolly, Frank
Croly, Michael
Dean-O’Keeffe John
Fair, Rosemary
Forsdyke, Dr Joan
Gardiner, Dr Stephen
Gorman, Helen
Good, Olive
Graves, Hazel
Gyves, Ruth
Harvey, Daphne
Healion, Margaret
Hendy, Philip
Hill, Scott
Huddleston, Dee
Keatinge, Trilly
Kilbey, James
King, Bill
King, Thelma
Lavin, Paul
Lewis, Edward
Mackey, Ernest
Madidi, Thabi
McMaster, Geoffrey
Middletown, Philip
Moody, Myra
Newman, Ziva
Obe, Stella
O’Brien Corry, Lisa
O’Callaghan, Barbara
Phillips, Richard
Raab, Uta
Rea, David
Reynolds, David

Rhodes, Alan
Rusk, Shona
Salter, Jean
Sheahan, Brendan
Singleton, Derek
Snow, David
Stanford, Daniel
Swanwick, Mandy
Tindal, Caroline
Van Embden, Bert-Jan
Williams, Dr David
Woods, Bernard
Young, Irene

Supplementalists

White, Rev David PJ
Breen, Rev Alan T
Bowles, Rev David GD
Dunne, Very Rev Dermot P M
Mungavin, Rev Canon David S
Tanner, Rev L John

Supplementalists

Aiken, John
McKinley, Julie
Forrest, Andrew
Hendy, Philip TR
Fennelly, Ken
Fraser, Rachel
Byrne, Lily

COMMITTEES OF PATRONAGE

(Diocesan Nominators)

DUBLIN

Morton, Very Rev William W
Galligan, Rev Canon Adrienne
Arbuthnot, Rev Canon Paul I
Hanily, Rev Seán
Perrin, D Geoffrey

GLENDALOUGH

Hallissey, Rev Cathy J
Kinkead, Rev Jack AH
O’Raw, Rev Neal J
Rue, Rev Kenneth G
Neilson, Derek

Supplementalists

Wharton, Rev Canon Gillian V
Gyles, Rev Canon Sonia O
White, Rev David PJ
Bowles, Rev David GD
Wynne, David

Supplementalists

Dowling, Lucas

GENERAL SYNOD REPRESENTATIVES

DUBLIN

Clerical

Gyles, Rev Canon Sonia O
Wharton, Rev Canon Gillian V
Jones, Rev Robert D
Morton, Very Rev William W
Arbuthnot, Rev Canon Paul I
Gillespie, Rev Canon David I
Hanily, Rev Seán
Elliott, Rev Canon Dr Maurice
White, Rev David PJ

Clements, Rev Rob
Tanner, Rev L John
Bowles, Rev David GD
Burns, Rev Jane
Pierpoint, Ven David A
Ruddock, Rev Canon Leonard W
Dowd, Rev Gary G
Robinson, Rev Canon EC Lesley

Supplementalists

Galligan, Rev Canon Adrienne
Elmes, Rev Ruth
Bunting, Rev E Garth
Pierpoint, Rev Nigel
Dunne, Very Rev Dermot P M
MacConaghie, Rev Colin A

Lay

Good, Olive
Gyves, Ruth
Hayes, Scott
MacCann, Lyndon JW
Aiken, John
Houston, Kerry
Richards, Graham C
Obe, Stella T
Barker, Patricia
Hislop, Harold
Perdue, Joyce
Reynolds, Carol
Vincent, Stephen
Cromer, June E
Duncan, Valerie
Middleton, Philip
Healion-Campbell, Margaret

Plant, Linda
Scargill, Geoffrey
McKinley, Julie
Webb, David
Whyte, David
Richards, Gordon P
Teggin, Quentin
Ebbs, David
Parminter, Louis
St Leger, Hugh
Mushonga, Evonne
McNeile, Andrew
Heseltine, Mary
Kingston, Rosemary
Michael, Lucy
Wayman, Sheila
Kelly, Joe
Daly, Marcus

Supplementalists

Callanan, Claire
Paddy, Flower
Dunne, William
Gorman, Helen

GLENDALOUGH

Clerical

Hallissey, Rev Cathy
Kinkead, Rev Jack AH

Styles, Ven Ross
Rue, Rev Kenneth G

Supplementalists

Barrett, Rev K Arthur L

Lay

Neill, Robert S
Neilson, Derek
Smith, Sally
Hendy, Philip TR

McMaster, Geoffrey W
Woolmington, James
Hardy, Thomas

Supplementalists

Barrett, Brigid
Golden, Scott
Alexander, Henry JW
Dowling, Lucas
Toland, Ciarán

MEMBERS OF THE REPRESENTATIVE CHURCH BODY

(One representative elected annually by the Synods)

Pierpoint, Ven David A – elected in 2021 for three years

Neill, Robert S – elected in 2022 for three years

Neilson, Derek – elected 2023 for three years

DIOCESAN TRUSTEES

The Archbishop of Dublin

DUBLIN

Perrin, Geoffrey D
Webb, Michael
MacCann, Lyndon JW

GLENDALOUGH

Greenlee, Derek
Harrison, Peter
Vacant

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

(Appointed by the Archbishop for 2023 – 2026 Triennium)

Rev Alan T Breen

DIOCESAN COURTS

Chancellor (appointed 2019): Ciarán Toland SC

Clerical

Lay

DUBLIN

Morton, Very Rev William W
White, Rev David PJ
Hanily, Rev Seán

MacCann, Lyndon J W
Richards, Graham C
Wynne, David

GLENDALOUGH

Kinkead, Rev Jack AH
Hallissey, Rev Cathy J
Vacant

Felton, Mark D
Dowling, Lucas
Greenlee, Derek H

DIOCESAN and PROVINCIAL REGISTRAR

Rev Robert Marshall

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

Tel: 01 4922365
Email: registrar@dublinchurchofireland.org

Assistant Diocesan & Provincial Registrar: Rev Sean Hanily

MEMBERS OF THE DIOCESAN COUNCILS

(Elected by the 2023 Synods for 3 years)

(Attendance at Diocesan Council meetings after names)

DUBLIN

Clerical

Pierpoint, Ven David A (3)
(Ex-Officio)
Tanner, Rev L John # (7)
Wharton, Rev Canon Gillian V (6)
Morton, Very Rev William W (3)
Jones, Rev Robert D (7)
Galligan, Rev, Canon Adrienne (7)
Arbuthnot, Rev Canon Paul I (4)
White, Rev David PJ (5)

GLENDALOUGH

Clerical

Styles, Ven Ross
(Ex-Officio) (2024) (3)
Harris, Rev Suzanne S (2024) # (2)
Hallissey, Rev Cathy J (4)
Mungavin, Rev Canon David S (4)

Lay

Barker, Dr Patricia # (5)
Byrne, Lily * (5)
MacCann, Lyndon J W (7)
Gyves, Ruth (7)
Perrin, D Geoffrey (7)
White, Mary E (6)
Perdue, Joyce (5)
McKinley, Julie (6)
Aiken, John (0)
Hislop, Harold (6)
Whyte, David (6)
Scargill, Geoff (6)
Teggin, Quentin (7)
Woulfe-Flanagan, Terence (6)

Lay

Neilson, Derek # (5)
Richards, Gordon P * (5)
Neill Robert S (7)
Young, David (3)
Hendy, Philip TR (6)
Chambers, Charles (4)

= **Hon. Secretaries**

* = **Hon. Treasurers**

Under 45's co-opted for the Triennium

Clerical

Kinkead, Rev Jack AH (2)

Lay

Vacant

Supplementalists

DUBLIN

Clerical

Clements, Rev Rob
Pierpoint, Rev Nigel

GLENDALOUGH

Clerical

Barrett, Rev K Arthur L

Lay

Michael, Dr Lucy
Webb, David

Lay

Smith, Sally
Hardy, Thomas

**DIOCESAN REPRESENTATIVES on the GENERAL SYNOD
BOARD OF EDUCATION 2022/2024**

Clerical

Olhausen, Rev William P

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 Canon EC 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 E Garth Bunting
74 Gracepark Road, Drumcondra, Dublin D09X5F7

MONKSTOWN NORTH (Boosterstown with Mount Merrion; Dun Laoghaire; Glenageary; Monkstown; Stillorgan with Blackrock)
Rev Gary G Dowd
1 Silchester Road, Glenageary, Dun Laoghaire
Dublin A96TOC1

MONKSTOWN SOUTH (Dalkey; Holy Trinity, Killiney; Killiney, Ballybrack; Kill O'The Grange; Tullow)
Rev L 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 David White
The Rectory, 18 Bushy Park Road, Dubin 6.

GLENDALOUGH

NORTH EAST GLENDALOUGH (Bray; Bray Crinken; Delgany; Greystones;
Kilternan; Newcastle & Newtownmountkennedy with Calary;
Powerscourt with Kilbride (Bray); Rathmichael)
Rev Cathy J Hallissey
The Rectory, Cookstown Road, Enniskerry, Co Wicklow.

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

WEST GLENDALOUGH (Athy Union; Blessington Union; Celbridge &
Straffan with Newcastle-Lyons; Donoughmore & Donard with
Dunlavin; Narraghmore with Castledermot)
Rev Kenneth G Rue
‘Shancarrig’ Cronroe, Ashford, Co Wicklow.

SECRETARY TO THE DIOCESAN SYNODS and COUNCILS

Ian L Walshe. Email: dgsecretary@dublinchurchofireland.org

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

Tel: 01 4966981
Email: dgsecretary@dublinchurchofireland.org

DIOCESAN COMMUNICATIONS OFFICER

Mrs Lynn Glanville
Mobile: 087 2356472
Email: dco@dublinchurchofireland.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 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 2023 for three years)

THE GLEBES, PROPERTY & FINANCE SUB-COMMITTEE

Ex-Officio

The Archbishop
Pierpoint, Ven David A
Styles, Ven Ross (April '24)
Harris, Rev Suzanne S (April '24)
Tanner, Rev L John
Barker, Dr Patricia
Neilson, Derek
Byrne, Lily*
Richards, Gordon P

Elected

Wharton, Rev Canon Gillian V
Teggin, Quentin
Kelly, Joe

Elected

Perrin, Geoffrey
Young, David
Woulfe-Flanagan, Terence

* = Chairperson

MISSION SUB-COMMITTEE

Ex-Officio

The Archbishop
Pierpoint, Ven David A
Styles, Ven Ross (April '24)

Elected

Rev RD Jones
Rev RW Clements*
G Scargill
Rev KG Rue
D Neilson

Elected

Rev CA MacConaghie
R Gyves
D Whyte
Rev Canon DS Mungavin
S Smith

* = Chairperson

AUDIT & RISK SUB-COMMITTEE

Elected

LJW MacCann*
D Ebbs

Elected

RS Neill
TH Forsyth

* = Chairperson

DIOCESAN COMMUNICATIONS COMMITTEE

Milne, Kenneth*
Waugh, Rev Nigel J W
Refaussé, Raymond
Styles, Ven Ross
Glanville, Lynn

* = Chairperson

REPORT of the DIOCESAN COUNCILS of DUBLIN and GLENDALOUGH to the 2024 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 2024, together with the Financial Statements for the year ended 31st December 2023, to the second meeting of the 52nd Diocesan Synods. This report is intertwined with individual reports from various bodies who report to Diocesan Councils.

Archbishop's message to Synod members:

It is impossible to minimize the impact of the visit of The Archbishop of Jerusalem and The Middle East accompanied by a number of the clergy of that diocese on those who took the time to meet them when they visited our diocese. They came from a state which, according to the UN, has violated international law. I myself will never forget that the first four of them who arrived on a flight from Amman, Jordan came straight into Christ Church Cathedral to worship God and to participate in The Patronal Festival on Trinity Sunday 2024. There they met someone from Bethlehem who has been worshipping with us for some years. All were overjoyed. They said that being in the cathedral was like being home at home. Throughout their visit, the archbishop spoke of the unique character of their link with us as being one of friendship, unlike that with any other Diocese or Province in The Anglican Communion. It ought to be no surprise that it was their desire to begin with a two day shared Retreat, held in CITI in circumstances and conditions that were generous, hospitable and conducive to friendship and prayer, that cemented our relationship once again. Every effort was made across a range of events and media of communication to make hearing their voice possible, including invitations to meet with them issued to individual rural deaneries where lay and clergy could come in person in equal number to CITI to enjoy worship, encounter, seminar and food. We were able also to culminate The Shine a Light Appeal, begun in St Ann's Church, Dawson Street early in Advent at a service again in St Ann's Church during their visit. This followed the substantial generosity and involvement freely shown by countless members of the diocese and others right across Ireland and beyond. To you I say: *Thank you.*

The unspeakable human and political tragedy which is Israel-Palestine and particularly the territory of Gaza is something that these clergy carried in their hearts and of which they spoke soberly and openly. They certainly impressed me that it is their faith in Jesus Christ and their melodious response to God in hymns and spiritual songs which most of all carry them forward and sustain them daily. I could not but reflect on our settled and manicured privilege here and wonder what they made of Ireland where increasingly we give the impression of letting engaged Christianity evaporate on our watch. What makes this abundantly clear as never before is the raw data from the Church of Ireland Census 2023. On no more than two of the designated

Sundays right across 2023 did numbers attending church in Dublin and Glendalough marginally exceed 5000 people; on none of the designated Sundays in 2023 would the number of people attending churches across the entirety of the Church of Ireland in both Southern and Northern provinces combined have filled the Aviva Stadium in Dublin as spectators. Such raw statistics seem to me to require scope for commitment and room for improvement. They also point urgently towards a time for evangelism. Since last year's Diocesan Synod, a deeper understanding of the living contemporary Anglican way has been open to all through the significant work done by volunteers and staff members on presenting the Lambeth Calls to all members of the United Dioceses. To you also I say: *Thank you*.

I wish to thank all members of staff and volunteers, lay and ordained, in the diocese and in the two cathedrals, who have tirelessly and unselfishly kept the lamp of faith alive across the life and witness of Dublin and Glendalough in the synodical year past. You have done this with young and old and with everyone in between. To you also I say: *Thank you*. Without your presence and engagement, without your industry and buoyancy, we would be in a more joyless place. Most of all, I want to thank the numbers of people who worship week by week. The worship of Almighty God is our fountainhead and our focus, our refuge and our strength. So is our understanding that in our day we are sent into the world of God's creation by the God of our creation. It is the same God who sent the Son to redeem the world who sends us now alongside our Ecumenical and Inter Faith partners to share the good news of salvation.

Our core work, as members of these United Dioceses, is to enable people who do not yet know God to know God and to open themselves to be known by God – and to be enlightened and transformed in such divine disclosure. This is old work. This is new work. This is our work. This is not yesterday's work. This is today's work. Our parishes, in their Disestablished expression, cover every inch of the terrain. The model, as we have created it and come to know it, is under intense strain. Furthermore, Charity Regulation and its administration have had a substantial impact on all parts of the church, in our parishes, in our dioceses and within the life of the Representative Church Body. We are given multiple opportunities to fulfil our function generously in spite of our exceedingly small numbers and to sow the seeds which will be harvested in faith by others whom God will know at some point. But, whatever the total timeframe may be, within the providence of God nothing is wasted. We are called to believe that it is good to do it, that our contribution does not need to be spectacular in order to be effective. In fact, the unspectacular in the eyes of this world is frequently the far more effective in the eyes of God. I encourage you to use the positive signs of the presence of the Holy Spirit which surround us to take up this urgent and lifegiving task and to enjoy your discipleship of Jesus Christ. *I am laying in Zion a chosen cornerstone of great worth. Whoever has faith in it will not be put to shame.* The First Letter of Peter 2.6.

+Michael Dublin and Glendalough

MINISTRY TO YOUNG PEOPLE

CHILDREN'S MINISTRY REPORT 2023-24

ANNUAL CHILDREN'S SERVICE IN CHRIST CHURCH CATHEDRAL

Children from schools all over Dublin and Glendalough filled Christ Church Cathedral on November 9 last for the Diocesan Service for Primary and Junior Schools. The theme of the service was 'Let There Be Light' and this was reflected throughout with uplifting hymns and powerful, positive messages affirming the light of Christ which banishes darkness. The collection was taken up in aid of Pieta House, which organises the annual 'Darkness into Light' event and works to prevent suicide and self-harm.

Organised by the Diocesan Board of Education, the service was led by the Revd Sean Hanily and the Revd Jane Burns with Archbishop Michael Jackson presiding. The young students had an opportunity to bring light into the cathedral with glow sticks as they affirmed their commitment to bring the light of Christ into the world around them.

THE CHURCH OF IRELAND BOARD FOR MINISTRY WITH CHILDREN AND FAMILIES inspires, encourages and supports invaluable work with children and families throughout the Dioceses. Its aim is to equip, resource and advocate for the increased welcome, enhanced inclusion and full participation of children and their families in the whole life of the Church. With Rachel Murphy as Development Officer and Rt Rev George Davison, Bishop of Connor as the Chairperson of its Board, its website offers information on up-coming events, regular Newsletters throughout the year and is rich in resources for Churches as well as providing useful links for information on the Church of Ireland Youth Department and Church of Ireland Safeguarding. As part of its outreach and training this Board has welcomed Children's Ministry leaders to **NEARTU (Strength)** an ecumenical conference for all who are involved in Children and Families Ministry across the island of Ireland. Taking place in Mount St Ann's Retreat and Conference Centre on November 9th this year, this event welcomes Rachel Turner as Keynote speaker in the morning, as well as a host of experienced practitioners who will run a variety of workshops in the afternoon.

OUR SUCCESSFUL SMALLER GROUPS

The Dublin & Glendalough Kids Facebook Page provides a rich source of materials and resources for Children's Ministry leaders in our Parishes alongside notifications of upcoming events. Alongside this runs the D&G WhatsApp Group which posts resources for the major celebrations through the Church's Year such as Advent, Christmas, Lent and Easter and draws together leaders from our joint Dioceses by organising regular meetings in the Gathering Grounds, Kiltarnan to connect and

discuss resources and ideas for on-coming Seasons of the Church's Calendar. We extend enormous thanks to the vision and creativity of Lynn Storey in organising these events. It is hoped to provide 'Out of the Box' training for Leaders in Children's Ministry towards the end of this year. Using sand and small figures, this is a valuable and tangible way to bring scripture to life.

BUILDING BLOCKS continued to inspire Children's Ministry with creative resources including an event held in Holy Trinity, Rathmines and other locations in Cork and Armagh in April this year and welcomed guest speaker Joanna Gordon who lead group discussions on Summer Holiday Clubs, Community Connections, Toddler Groups and Self-Care. Through Jo's enthusiasm and guidance, many Parent and Toddler groups are restarting, considering restarting or starting afresh, some are bursting at the seams while others feel their numbers are low. 20 like-minded volunteers gathered from Kiltiernan, Rathmines, Crinken, Rathfarnham, Taney, Governor Road, Stillorgan and Castleknock & Mulhuddart to network with one another each marking their Parent & Toddler Group on Jo's 'Joining the Dots' map she had brought with her.

HAND IN HAND CONFERENCE

Earlier this year representatives of Children's Ministry teams throughout the Dioceses of Ireland attended the Hand in Hand Conference in Eastbourne. This conference has been running for the past 25 years and seeks to inspire, encourage, and equip those in children's ministry both voluntary or paid roles through resources in the exhibition hall and bookshop, workshops and seminars, while creating opportunities to network and some space for personal refreshment. Each year there is an overriding theme, this year's being 'Refresh', which considered how we can build a resilient faith in children with an invitation to refresh our ministry, refresh our skills, refresh our vision, and refresh ourselves. The Conference ran multiple seminar options with six seminar streams – starting, creating, thinking, growing, reaching and researching. It was amazing to have leading thinkers and practitioners, and inspirational speakers gathered together, with not just one, but three keynote addresses.

BIBLE BUDIES was made available this year at Christmas for any Parishes who wanted to participate. The idea behind this creative initiative was to invite children to adopt a bible buddy which came with a Reading Pack. So far 65 Bible Buddies have made their way into homes in the Kiltiernan Parish alone and into the community and beyond. All the children name their buddies, take them home and care for them. With the help of their parents the children have 'fed' their buddies by hearing or reading stories from the bible.

There is no doubt that this past year has successfully and increasingly drawn together those interested in leading Children's Ministry in our churches throughout the United Dioceses and it is hoped that we can expand training for all those who

are interested in learning ways in which the word and values of the Christ can be communicated to our younger people. We are indebted to all those who give so willingly, not only of their time, but of a rich supply of creative ideas for our younger children, both in the form of School Assemblies and Sunday School Resources. Our Children's Ministry continues to be a vibrant and significant part of our worship and understanding of the Christian faith, both inside and outside of our church buildings and I take this opportunity to thank all those who step forward to assist in this valuable Ministry in the building of Christ's Kingdom.

Rev Cathy Hallissey

¹⁴ Jesus said, "Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these." Matthew 19:4

DUBLIN & GLENDALOUGH YOUTH COUNCIL (DGYC)

Members: Rev Alan Breen (Chairperson)
Emma Fawcett (Diocesan Youth Ministry Development Officer)
Canon Rev Lesley Robinson
Rev Ruth Noble
Rev Jack Kinkead
Rev Philip Heak
Lynn Glanville (Diocesan Communication Officer)
Jonathan Byford
Brigid Barrett

Contact Details

E-mail: dgyc.office@gmail.com
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Instagram: d.g.y.c

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 events centrally.

10 Years of DGYC!

2024 marks 10 years of the Dublin and Glendalough Youth Council and it has been wonderful to celebrate all of God's work that we have had the privilege to witness and be part of. We had a few small acknowledgments of the decade of youth work throughout the year but we could not let it pass without a Service of Celebration in Christ Church Cathedral in September 2024, where we were joined by Archbishop Michael Jackson. We gave thanks for God's hand in youth work in the past, we shared stories of testimony and celebration, we sang songs of praise, we shared some pizza and we prayed over the future. We were particularly excited to be able to officially launch our Internship Programme which is now open for applications. The DGYC internship is for 18-25 year olds and will be focused on faith and personal development of the intern, all while being involved in local church based youth and children's work. More information can be found at dgyc.org.

Events and Resources

We are aware that the majority of faith-based youth work is run by volunteers in a local context, so we try to provide resources and events to support that important work. In the past 12 months we ran two of *DGYC'S Big Day's Out*, in Kiltarnan and East Glendalough School. These occurred in September 2023 and provided a great way to launch the new academic year. We hired some inflatable assault courses and were joined by YFC Ireland's cage soccer team before hearing a short talk from our youth ministry coordinator, Emma Fawcett, all while eating as much ice cream as we could.

We were pleased to be able to support the OneYouth Conference in its second year in November, where St Catherine's welcomed young people from many churches around Dublin. Emma also had the privilege of helping a few youth groups in Wicklow plan and host a joint worship night in December in Redcross, which was an amazing night and we will definitely do again!

Over the Advent Season we distributed 1000 Advent Challenge Calendars, encouraging youth people to participate in faith development and social action in the lead up to Christmas.

January 2024 brought a wider focus as Emma was invited to speak at the Dublin and Glendalough Clergy Conference in Kilkenny, and we were also part of CIYD's National Youth Work Forum in Dromantine Conference Centre in Newry.

It was awesome to be able to host Winter Madness once again this year and we packed out Holy Trinity Church! Youth groups travelled from all around Dublin and Glendalough to attend, as well as a minibus from Belfast, a 50 seater bus from Limerick and Galway, and a group from Down and Dromore. Worship was led by Oliver Rea and Laurence Bellew was the speaker for the evening. We are grateful to the Summer Madness team for collaborating with us in putting together this event.

Next year's date is 8th March 2025 and we can't wait!

As part of our 10 year celebration this year we purchased and distributed 500 copies of Luke: an eye-witness account, which we handed out at Winter Madness and to multiple youth groups and school christian unions. We also had another great DGYC youth worship night in April, this time led by Kill o the Grange parish and James Carey was our speaker for the night.

We want to support 6th class pupils in their transition to secondary school, so ran a *Moving Schools* event alongside Holy Trinity, Rathmines where we welcomed parents and children from all around the united dioceses to the event. Parents even got a chance to ask all their questions to the chaplain of East Glendalough School, Christina Evans.

Three youth groups consisting of approximately 65 people from Dublin and Glendalough attended Summer Madness in Portglenone in July. This 5 day youth festival was packed full of quality teaching, worship, Bible studies, dance parties, football tournaments, BBQ's, dance workshops and lots more! Emma Fawcett coordinated one of the venues, *The Hatch*, which had a focus on creative arts and mental health, and she was able to work alongside Play it by Ear Drama and The Big House Ireland in delivering a jam-packed programme.

It was also great to have some of our teenagers and young adults attend CIY's MOVE, and to be able to support this 5 day event in Clongowes College.

Schools and Services

Emma has been able to support schools through speaking in assemblies, taking part in services and supporting Christian Unions. A few highlights of the year include organising and speaking at the Diocesan Primary Schools Service in Christ Church Cathedral, taking part in morning prayers at St Columba's College and being invited to Temple Carrig's Faith Space.

Emma has also greatly enjoyed being part of several church services and youth groups around the United Dioceses and thanks every parish and youth group that has provided that opportunity to be involved.

Resourcing, Supporting and Training

Our Youth Ministry Development Coordinator, Emma Fawcett, has been able to support youth workers and volunteer leaders with resources, support and connection. She has also been available to help parishes in advertising and hiring youth workers and in seeking out the next step in local youth ministry. We are striving for our website www.dgyc.org to be an online hub which provides inspiration and support to those involved in youth work. Our Instagram and Facebook profiles offer a more interactive online presence where we engage with all ages, including youth, youth workers, volunteers and parents.

CIYD Connect Days, held in Newry, are an encouragement and support to our paid youth and children's workers, and several of us from Dublin and Glendalough have been able to attend them. We have received some great training and encouragement from them.

Over the autumnal months, Emma was able to provide some bespoke training to localised youth group teams, and made sure that each person was gifted with a Leadership 101 book to help inspire and equip our volunteers. We were also blessed to be able to host our second annual Youth and Children's Worker training morning where we gathered paid workers together in The Dropping Well and received some thought-provoking training from Maggie Wilson in Zestlife Therapeutic Services.

Other

We would like to acknowledge and thank every parish, youth group and youth organisation who works with young people, who creates resources, and provides a space for them to explore faith and God. We thank you for all that you do for young people. We thank those too that continually pray for our young people.

The DGYC committee would like to thank the Diocesan Councils for continuing to support youth ministry throughout Dublin, Glendalough and beyond.

Please don't hesitate to contact Emma Fawcett if you need any help, support or advice in your parish or area.

MINISTRY to THIRD LEVEL STUDENTS

University College Dublin

Rev. Scott Evans & Becky Heaslip

The 2023-24 academic year was a year of transition and change for the UCD Chaplaincy Team. After seven years in UCD, Rev Scott Evans' ordination saw him move to a part-time chaplaincy role as he began his curacy in Holy Trinity Rathmines. As Scott pulled back to one day a week on campus, the team were delighted to welcome Becky Heaslip on board. Not only is Becky an experienced chaplain who served in TU Dublin, she is also a trained counsellor and a fantastic addition to the chaplaincy team. The team also benefited this year from the presence of Brian Hickey was on placement in UCD as part of his studies for the MA in Chaplaincy Studies and Pastoral Work and his role with young adults in the Methodist Church. It was a pleasure to have Brian on campus and we are so grateful for all his contributions to our work.

Outreach & Events:

Orientation Week: During Orientation Week, the Chaplaincy team ran an outdoor hot chocolate cafe where students could enter a raffle to win an iPad if they signed up to our mailing list and followed us on social media. We served over 1000 cups of hot chocolate and had over 400 people connect with our digital outreach through this initiative which helped build momentum and engagement for the events that would come later in the year.

- *LifeHacks:* Last year, UCD Chaplaincy pioneered the *LifeHacks Course* which offers four sessions on hacking your mind, body, narrative and relationships. Each session is taught by presenters from the UCD community and offers strength-based learning designed to help improve students' wellbeing and resilience. The transitional nature of this year meant that it was only possible to run the course once rather than the several times that had originally been envisioned but it was positively received and continues to be a really valuable and unique contribution that the chaplaincy team makes to the student community. The team also ran the *Level Up Course* which has been strengthened with new content and the team has been invited to present these sessions to other groups, such as the Student's Union and staff groups who might benefit from it.
- *Inter-Faith Events:* Inter-Faith initiatives and community building are a crucial part of our values as we endeavour to serve a diverse student body. While it has been difficult to recover the inter-faith dialogue that has historically been a real strength of the chaplaincy, Scott and Becky have come to play a crucial role in the Multi-Faith Working Group that creates a forum for staff and students of all faiths and none and advocates for their needs and experiences to the university through UCD's Equality, Diversity and Inclusion body.
- *Chaplaincy Soup Lunch:* As we reflected on what more we could offer the student body and what we wanted to see develop in St. Stephen's Chaplaincy, we decided this year to start a Chaplaincy Soup Lunch which offered free soup and bread to students on Tuesdays at lunch time. This initiative gave us the ability to draw students together from different denominations and to build relationships over food which is an important part of our ecumenical vision. More importantly, it also gave us the chance to offer hospitality in an unobtrusive and subtle way to those who are struggling financially. This included Irish students, international students and students in direct provision who have very limited resources.

Pastoral Care and Support:

As part of UCD Student Services, the chaplains play a vital role in the network of care provided to UCD students and staff. While Scott's limited hours have necessitated a focus on team meetings and organisation, Becky has done excellent

work building a rapport with staff and a reputation with students as someone who offers compassion and care. Pastoral care continues to be the heart of our work on campus and a key focus of our day to day ministry through both formal appointment and informal encounter.

Developing Best Practice:

In an effort to understand how UCD Chaplaincy can improve its service to the UCD community, Becky has taken a leading role in research other approaches in other contexts with particular emphasis on multi-faith and inter-faith chaplaincies. She co-ordinated a visit to the DCU InterFaith Centre and conversations with the chaplaincy in the University of Exeter and has submitted reports with recommendations of what key insights could be factored into the development of our work going forward.

Bereavement Support Group:

In partnership with the UCD Counselling Team, Becky has helped facilitate a Bereavement Support Group for staff and has opened up the Chaplaincy Hub as a safe space for these gatherings to take place. This partnership has been successful in caring staff in the community and is something that the team are keen to continue.

Chaplaincy Awards:

In 2023, UCD Chaplaincy launched the first ever UCD Chaplaincy Awards to recognise significant contributions made by students to the chaplaincy community. After welcoming incoming UCD President Orla Feely in 2023, we were delighted to be joined in 2024 by UCD Registrar and Deputy President Colin Scott who presented the three awards that communicate the values to which we encourage our students to aspire:

The John Henry Newman Award — Awarded to the student who made a significant contribution to the life of the chaplaincy by connecting and serving beyond the bounds of their own tradition.

The Therese of Lisieux Award — Awarded to a student whose visible and behind the scenes contribution to the chaplaincy community has shown their servant-heartedness.

The Fr. Tony Coote Award — Awarded to a student whose faith, presence and service has made a difference in the lives of those around them.

The evening affirmed the passion and dedication of our students and the student societies that consider St. Stephen's Chaplaincy to be their home.

Conclusion:

Managing transition is a challenge in any organisation and this can be particularly true in a ministry context like university chaplaincy where the high turnover of students makes community building difficult at the best of times. We are delighted that Becky's appointment has been such a success and that her presence has helped the chaplaincy to grow and develop. Over the last year, the chaplaincy has gone from strength to strength and continues to be a crucial element of the student services infrastructure in UCD.

Technological University Dublin

Andrew Somerville, Cathy Boobbyer and Revd. Scott Evans

2023/24 has seen a lot of change within the chaplaincy team at TU Dublin. Cathy Boobbyer and Scott Evans have both joined the team as well as other new chaplains on different campuses and a new chaplaincy co-ordinator. This has brought fresh ideas and new ways of doing things, but procedurally it has proved a challenging adjustment and created several stress points administratively and from a leadership perspective. For much of the year there has been a lack of clarity about the future of chaplaincy within the new Organisational Design of TU. Although staff have stressed the invaluable support that the chaplaincy provides, there is a move to secularise the services provided and the long-term future of the chaplaincy remains unclear beyond the 2024-25 academic year. It has, therefore, been a rather unsettling time, but nonetheless, there have been a number of good initiatives as we continue to walk alongside students in need of support in different ways.

Pastoral Care and Support: Chaplaincy provides a first port of call for lecturers when they are concerned about a student who is struggling. This may range from family crises, stress, and trauma to financial concerns. In other cases, students come through the door themselves with a variety of concerns and with varying degrees of severity. This is the heart of the work on a day-to-day basis, and it is a privilege to have the opportunity to walk alongside students in this way.

Peer Mentoring: Although a number of students were recruited as peer mentors and had the opportunity to speak to a number of first year classes, there has been little uptake in terms of student engagement with peer mentors. There was, however, an excellent relationship built with our peer mentor intern who worked closely with us to recruit new peer mentors for next year. As a result, we have had 31 students sign up to be involved.

Posthumous Awards and Death Protocol: A major piece of work this year has been putting together a university wide Student Death Protocol. It has included expanding the way posthumous awards are presented to the families of deceased students. This involved, for instance, a gathering at a hotel, delivering the posthumous award and spending time with the family processing their grief and celebrating the life of their deceased son/ brother.

Outreach and Events:

Postgraduate Breakfasts and Mature Student Lunches: with the support of the university regular gatherings were arranged for postgrads on a weekly basis and for mature students, monthly. Twenty-two postgrads came three times or more, suggesting that they valued the opportunity to meet. Students comment on how difficult they find it to build community when they arrive at TU and, as a chaplaincy team, we have tried to respond to that need.

Outings: The chaplaincy team have arranged a number of outings to Glendalough, Croke Park, Glasnevin Cemetery and a walk round Bray Head. These have again been ways of building community and enabling students to find new friendships and connections outside of the academic environment.

ReWire: A cross-fertilization of ideas between UCD and TU with the arrival of Scott Evans, led to the introduction of a new series looking at the mind, body, story and relationships. Learning from the initial sessions that were run on Grangegorman campus, and after an initial poor sign-up for ReWire in Aungier Street, this was relaunched as a ‘taster series’ with just two sessions looking at our narrative and relationships. Around thirty students attended the first session with about fifteen returning for the second session. Had this been run earlier in the year, we would have been able to offer the full course, but nonetheless, the taster series was very well received and generated a new depth of conversation with students. Slimming down the offering so that outside service providers are not relied upon to assist will simplify how it is delivered and lead to greater consistency in terms of the quality of the offering. – this was another learning from the Grangegorman series.

Staff fundraising coffee mornings: these have largely been arranged in conjunction with others and have provided a point of meeting and contact with staff. Part of building relationships has been working with others to host events – this year the focus was the Christmas Appeal and Daffodil Day for cancer research.

Social media: A new Aungier Street Instagram page has been created. Further training is needed in this area, but evidence suggests this is important as we seek to promote chaplaincy, particularly during the upcoming Orientation week.

2024/25 will see the end of the current tender with the Catholic Archdiocese of Dublin and the Church of Ireland Dioceses of Dublin and Glendalough. There is a major re-think necessary on the part of the university as to whether chaplaincy continues to play a part in campus life. The current challenge is to ensure that the university realises the part that chaplaincy plays in fostering a positive and nurturing environment for body, mind and spirit. In the midst of this uncertainty, we are grateful for the encouragement that has come from individual students and staff, a number of whom have written to thank chaplaincy for the help and support that they have received throughout the year.

Dublin City University

Eric Hughes

Over the course of this academic term, I have had the privilege of serving the staff and students across DCU's three campuses on behalf of the Church of Ireland. This multi-locational, multi-generational, and multi-faith ministry has not been without its challenges, but it has also provided numerous opportunities for engagement and discipleship. I am hopeful that this report will offer a clear and vibrant depiction of the transformative work that God is doing in and through the lives of those who work, study, and live in and around DCU. It is my aim to inspire hope and faith in our shared journey.

Church of Ireland Centre for Education: Many students choose to train for their career in education through the Church of Ireland's Centre for Education in DCU's All Hallows campus. This world-class program, staffed by exceptional lecturers, produces fully rounded teachers ready to pass on their knowledge to future generations in schools all over Ireland and the world.

Caring for these students can be difficult for a chaplain, given the transient nature of the program, which sees the students away from the classrooms and in practical placements. Occasions such as Ash Wednesday and Advent provide the opportunity to organise services for the students, some of which gather parishioners from the local community and pupils from the schools under the patronage of St John the Baptist Church. Milestone days in the academic calendar, such as the beginning and end of terms and graduation, also allow them to gather together to give thanks to God and celebrate the triumphs and successes of university life.

With all this in mind, I set out this academic term to intentionally engage with individual students on a personal and pastoral level. To achieve this, I undertook the provision of a free student lunch each Tuesday in the campus's former Marmaduke's Café. In partnership with DCU's catering service, over 50 students availed themselves of this each week. The free lunch provided students with at least one free

meal a week, which was much appreciated by students at a time when the cost of living was at an all-time high. The student lunch also provided myself with the opportunity to interact with students in a more casual setting which naturally leads to better pastoral opportunities. The free student lunch was also coupled with a short service of morning prayer each Tuesday morning. While the service was predictably less popular than free soup a small faithful group of students gathered each Tuesday morning to read God's word and to offer the day to him, fostering a sense of community and spiritual support.

Interfaith Chaplaincy: Dublin City University's Chaplaincy has the monumental task of providing chaplaincy services to students and staff from all faiths and none. This is primarily achieved through the DCU Interfaith Centre. The centre is located on the Glasnevin campus and serves as a hub of sorts for many in the DCU community. For some, it is a quiet place to spend time between lectures or an alternative to the sometimes chaotic canteens. The centre is an oasis for the religiously inclined in DCU and provides a place to meet with like-minded individuals. The interfaith centre also incorporates several spaces used by staff and students from many different backgrounds. There are rooms for Muslim men and women to pray and perform their ablution rituals, dedicated spaces for Roman Catholics to practice their eucharistic services and larger gathering spaces for services of all varieties. We were also delighted to inaugurate DCU's first dedicated Hindu worship space during the celebration of Diwali, which the many Hindus in the DCU community welcomed. It is a point of great pride for me to offer this hospitality to those of other faiths and cultures and, in so doing, share the love of Christ who lived and dined with all who were in need.

Outings and Pilgrimage: During the academic year, I organised two significant events for the students at DCU. The first is the walking tour of the three cathedrals. On this tour, students are invited to explore Dublin's rich religious and spiritual history as we visit the Roman Catholic Pro-Cathedral, the exquisite Christ Church, and St Patrick's Cathedrals. Owing to the generosity of our friends and partners in the cathedrals, students from many different religious and cultural backgrounds are given personalised tours and rare access to these historic buildings and gain a greater insight into the role that Christianity has played in the living history of our city.

In addition to the tour of the three cathedrals, we also organised a pilgrimage to Glendalough. While there is no doubt a great deal of history to learn in this sacred place, the pilgrimage's goal is contemplation and reflection. Students are encouraged to walk the paths of the great luminaries of the Irish church and seek God's still small voice in the thin places in the ancient monastery.

These events provide a wonderful opportunity to meet students and staff, many of whom are just finding their bearings in Dublin city, and to offer the care and community that they may lack away from home.

Conclusion:

In conclusion, this academic term has been a time of significant impact and growth within the chaplaincy services at Dublin City University. Serving the diverse and vibrant community across DCU's three campuses has highlighted the importance of an adaptable, inclusive, and deeply personal ministry.

The Church of Ireland Centre for Education continues to be a beacon of excellence, producing well-rounded educators ready to influence future generations. Despite the transient nature of their program, our efforts to support these students have been met with appreciation and engagement, mainly through initiatives like the free student lunch and morning prayer services. These initiatives provided much-needed support and fostered a sense of community and spiritual nourishment.

The Interfaith Centre has successfully catered to the diverse religious landscape of DCU, offering spaces and services that respect and celebrate various faith traditions. The inauguration of the Hindu worship space during Diwali is a testament to our commitment to inclusivity and hospitality, embodying the spirit of Christ's love and openness.

Events such as the walking tour of the three cathedrals and the pilgrimage to Glendalough have enriched the spiritual lives of many students, offering them unique opportunities to connect with Dublin's religious heritage and to find moments of reflection and contemplation amidst their busy academic lives.

Overall, this term has demonstrated the profound impact of a present, proactive, and compassionate chaplaincy. We have witnessed transformative moments in the lives of students and staff, affirming the vital role of chaplaincy in nurturing the spiritual and communal well-being of the DCU community. I hope that the foundations laid and the relationships built this term will continue to grow and flourish, furthering the work of God in this vibrant academic setting.

University of Dublin (Trinity College)

Revd. Steve Brunn

The Context: Campus and Community:

The Trinity College community comprises over 24,500 people of whom 20,350 are students and 4,000 are staff (2021/22 figures). 89% of the students are full-time and 27% are postgraduates. 82% of the students are from Ireland with 9% from other EU countries and the balance from elsewhere.

The student population is 42% male and 58% female. All students are invited to indicate their religious affiliation at registration and contact details for the students who register are given to the respective chaplains. The denominational/religious mix of students corresponds generally to that of the wider Irish society.

The Liturgical Life Of The Chapel:

During Lecture Term, there are 9 Church of Ireland services each week in the College Chapel:

Sunday: 10.45am Sung Eucharist with Sermon

Monday, Wednesday, Thursday, and Friday: 9.30am Morning Prayer in the Chapel

9.45am Shared Prayer (Gallery Chapel)

Thursday: 5.15pm Choral Evensong

Tuesday: 9pm Compline (Online)

Wednesday: 6pm Hybrid Compline in the Irish Language

The Context: Ecumenical Chaplaincy

Chaplaincy in Trinity College is a fully formed ecumenical and shared endeavour. The Anglican Chaplain is accompanied in his work by other Christian chaplains – two Roman Catholic chaplains (Fr Peter Sexton SJ and Fr Alan O’Sullivan OP)

Student Orientation and Hospitality:

Each year the week before lecture term begins is devoted to welcoming new students. The chaplains are included in the various orientation programmes, which the college offers to help students negotiate the complex processes of enrolment and of finding their way in a new and strange environment. New students are made aware of the many support services, including the Chaplaincy, which are available to offer help during their time in college. The Chaplaincy has a presence in the concourse where the orientation sessions take place, and Chaplaincy hospitality is also on offer for all. In addition the Chapel Choir has a stand in Front Square, where

it vies with the many other student societies as they all try to sign-up as many “Freshers” as possible.

Welcome and hospitality for students and staff is central to the ministry of the chaplains within the university community. The Chaplaincy ‘Common Room’ is adjacent to the House 27 offices and is open each day during lecture term. There are facilities for making tea and coffee, daily newspapers, together with a generous supply of chocolate cookies. Each Tuesday a free lunch is provided which is availed of by a wide variety of students of different nationalities and disciplines.

Chapel Choir:

The chapel choir went on two trips this year the first to Galway where they sang at Saturday night mass in Galway Cathedral and then at communion in St Nicholas Collegiate Church. The choir also sang at a number of special services for the opening of term service, where Neville Cox gave a great sermon. The choir did various services in Advent culminating in the college advent service which was very well attended. Trinity Monday was very popular this year and our guest speaker was Brendan Coffey, Abbot of Glenstal Abbey.

Missions:

In August 2023, along with Archbishop Michael Jackson, Revd Maurice Elliot and Dr Kerry Houston, we travelled to Ranchi where we hosted a conference for the clergy of Chota Nagpur Diocese, with teaching from Revd Elliott and Archbishop Jackson. We also travelled to Kalimpong in West Bengal to visit a number of institutions.

The college came together in April to say a farewell to myself as this would be my last term in Trinity College. I have had a wonderful nine years in Trinity but now head to be priest in charge of Christchurch Dun Laoghaire.

LAY MINISTRY

Training and Accreditation

On Saturday 22nd June, 5 Diocesan Lay Minister and 4 Parish Readers were commissioned at a special Service in Christ Church Cathedral.

Following both Enquirers' and Discipleship mornings last September and by a subsequent Interview process, 4 candidates were recommended for Diocesan Lay Ministry training and 4 candidates for Parish Reader training. Unfortunately, due to personal health issues, one of the Parish Reader candidates has had to withdraw from the course. The Diocesan Lay Ministry course commenced in January 2024 and the academic component should be completed by December. A further 2 modules will be held early in 2025 and successful candidates will be expected to undertake parish placements before a final recommendation for licensing and commissioning. The next cycle of the course will commence in January 2025 and the clergy of the Dioceses were asked in July to refer suitable candidates for training. Since then, an Enquirers' and Discipleship Mornings has been held as part of the selection process.

Guild of Lay Ministry

The activities of the Guild have been very muted this past year. However, a new committee has been elected and Dee Huddleston has assumed the role of Guild Hon. Secretary. At the time of writing, a Quite Day is planned for autumn 2024 and a further programme is expected to follow. 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.

Support for Rural Deans, Parish Clergy and Parishes

Due to various adverse circumstances, such as parish vacancies, clergy illness etc., many parishes, Clergy and Rural Deans find themselves under a great deal of pressure to arrange Sunday Service cover. To help alleviate this stress, elsewhere in this Book of Reports, there is a list of Commissioned Diocesan Lay Readers/Ministers – and a list with contact details may be found in the Diocesan Directory. Parishes and clergy are encouraged to make extensive use of this resource, keeping in mind that Diocesan Readers/Ministers are commissioned to function throughout the United Dioceses and not simply in their own local areas.

New Initiative

The pilot programme on the practical working out of the Church of Ireland/Methodist Covenant as it applies to Lay Ministry is now underway. Under this programme, Local Preachers in the Methodist Church and Diocesan Lay Readers in the United Dioceses are practicing interchangeability of their ministry in the leading of worship. Should this pilot prove successful, it is envisaged that it will serve as a template to be rolled out across the whole island of Ireland.

Dedication and Commitment

Many thanks are due to all the dedicated Commissioned Readers/Ministers (both Parish and Diocesan) throughout the United Dioceses for all their continuing hard work week by week. It is through their commitment that so many Services continue to be conducted each week in our United Dioceses. Also, a special word of thanks to Dee Huddleston in her role as Hon. Secretary to the Lay Ministry Guild.

MINISTERIAL TRAINING

“Exploring Ministry” - Report from Diocesan Directors of Ordinands. Rev Suzanne Harris and Rev Canon Tom O’Brien.

The Exploring Ministry Group continue in St Ann’s Parish Church in Dawson Street. Sincere thanks to the Rector – Canon Paul Arbuthnot and the members of the Select Vestry for allowing us to use the meeting room and the kitchen facilities for our gatherings and thanks to the Parish Administrator – Kristin Matson for facilitating our dates in the Parish diary and Giles Fox who looks after us each evening we meet.

There are 12 members of the Exploring Ministry Group and each member is at a different stage in the discernment process. Some members have completed the Certificate in Christian Theology and Practice in the Church of Ireland Theological Institute and other members are in the middle of that course now. Some are finishing other courses of study in university and some are just coming along to explore and learn more.

At each meeting, we have a short liturgy followed by a talk / discussion with tea / coffee and refreshments, and plenty of informal chat.

The Exploring Ministry group meet bi-monthly in St Ann’s Church in Dawson Street during the year – usually September, November, January and March and then we hold an annual retreat or quiet day in May or June each year .

Last year, we held the Quiet Day in Crinken Church where we celebrated Holy Communion with some parishioners and then enjoyed a lovely extended coffee break and time of sharing and chat. We were due to go for a walk in the nearby Shanganagh Park but the chat continued instead.

In line with recent trends that have continued throughout the wider Church following the Covid pandemic, numbers attending are lower than we would like. The time commitment for the process seems to be a factor. We are working with DDO colleagues nationally to consider if there are ways we could create more flexible, collaborative approaches to encourage people who have a desire to serve God move forward.

We ask that Church Leaders promote the Exploring Ministry in their churches and encourage members they feel would be appropriate to consider part time or full time Ministry. Anyone who is interested in learning more about the “Exploring Ministry Group” should please contact their Rector, who will pass on their contact details to us. We will then send on the details of the group’s meetings and schedule of meetings and activities.

Rev Suzanne Harris
Rev Canon Tom O’Brien

DIOCESAN OUTREACH

No report this year.

CHILD PROTECTION – Safeguarding Trust

Safeguarding Trust

Training

Following on from the successful provision of training during COVID, the Diocesan Support Team have continued to provide training both in person and on Zoom during the past year. Fifteen training events were held on Zoom for clergy, staff and volunteers, with seven training events for clergy, staff and volunteers were held in person. These training sessions accommodated both new staff and volunteers and existing staff and volunteers who were due to renew their training. All the sessions (online and in person) 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 carry out their roles within their parishes. These training sessions were facilitated by Clark Brydon and Olive Good.

Four training events for panel members took place on Zoom during the year as well as one in person trainings sessions, these accommodated both new panel members and existing panel members who were due to renew their training. The mix of participants enhanced the training, and the sessions were very well received with very positive feedback received. The panel training sessions were facilitated by Olive Good.

Two training events for Junior Leaders were held in person for those under 18s helping with children’s ministry activities in their parishes. The Junior Leader training sessions was facilitated by Olive Good.

The Diocesan Support Team are planning that a mixture of face to face and online training opportunities will be offered throughout the year to meet the needs of clergy, staff, volunteers and panel members in parishes.

Parishes who have leaders to be trained or wish to host a training session or a refresher training session once COVID 19 restrictions allow, should contact Olive Good at 087 – 2451310 or by email at dandgsafeguarding@gmail.com to make arrangements.

Compliance

During the past twelve months 26 parish audits have been undertaken by Olive Good and Clark Brydon, this included 21 which were due to be undertaken in this twelve-month period and five which had been outstanding from previous years due to vacancies and other issues. The Diocesan Support Team are delighted to report that all parishes are now up to date with their audits, having completed the audits on schedule before the end of the Triennial. Work will commence on the next triennial audits in the autumn.

The Dioceses had a 96% compliance rate in the completion of the Online Safeguarding Returns for 2022 as two parishes did not complete their 2022 Online Safeguarding Returns. The Diocesan Support Team has been working with parishes since March 2024 to ensure that all parishes completed the 2023 Online Safeguarding Returns by the June deadline. 53 parishes had completed their returns by the deadline. At the time of writing the Dioceses had a 98% compliance rate in the completion of the Online Safeguarding Returns for 2023 as one parish has failed to complete their 2023 Online Safeguarding Returns.

The Online Safeguarding Returns provide more comprehensive information to the Safeguarding Board on the implementation of Safeguarding by parishes around the country.

The Diocesan Regulator, Olive Good continues to provide support, advice and assistance in relation to Safeguarding Trust to parishes and the dioceses.

Policy

The full review of the Safeguarding Trust policies has continued with it currently being reviewed by Tusla in the Republic of Ireland and The Safeguarding Board in Northern Ireland. There is no timeline in place for when this will be adopted and implemented.

Robert Dunne, Safeguarding Officer RI, resigned in August 2023 and Dr Niall Moore took up post in February 2024. There has also been a change in staff in the Vetting Liaison Officers, with Andrea Bridge leaving and Alex Kinch taking up post.

The Safeguarding Officer NI, Gillian Taylor has organised regular meetings of the Diocesan Support Teams around the country on Zoom during the year. This is a vital means of communication to ensure that all Diocesan Support Teams are up to date with the latest legal and compliance developments in Safeguarding nationally as well as being informed of developments within Safeguarding in the Church of Ireland. These meetings also give opportunities to the Diocesan Support teams to discuss issues which all the Teams are encountering in their work.

DIOCESAN AND PROVINCIAL REGISTRAR

In the eleven months to 31 August, 2024 the Diocesan Registry recorded the institution of the Reverend Niall Stratford to Blessington, the introduction of the Reverend Steve Brunn to Dun Laoghaire, the licensing of five new lay readers, the renewal of the licence of five others whose commissions were expiring and the licensing of three parish readers. In addition, in June, the registrars together with the Chancellor attended the ordination to the priesthood of the Reverend Caroline Brennan, the Reverend Mike Buchanan and the Reverend Mathew McCauley.

The Roll of Subscription

On each occasion, the clergy and readers involved made the declarations prescribed by the Constitution of the Church of Ireland. The effect of these declarations is to provide the framework within which our church operates. Firstly, the clergy agree to the Declaration prefixed to the constitution. It was adopted in 1870 and retains all of its original wording. Secondly, assent is given to the 39 Articles of Religion, which have stood since 1662 and are based upon the original articles adopted in the time of Queen Elizabeth I. These articles together with the Book of Common Prayer are acknowledged as being agreeable to the word of God and a commitment is given to use that book only unless otherwise allowed by the bishop's lawful authority.

Secondly, each person making the declaration confirms not having made any payment, contract or promise to secure ordination or appointment. Since time immemorial, purchasing an office in the Church, formally referred to as 'simony,' has been regarded as sinful. This was confirmed in the tradition of the Church of Ireland by the Canons of 1634 and again in the Canons adopted following disestablishment.

The other important declaration is to "render all due reverence and Canonical Obedience" to the bishop and his successors "in all lawful and honest commands" and to submit to the authority of the Church of Ireland and to its tribunals.

These declarations are all carefully nuanced to secure order and ensure solemnity in the Church and the making of them is recorded in the Archbishop's Roll. This is the book carried by the Registrars at ordinations, institutions, and commissionings. The current volume contains the rolls of Archbishop Jackson and his immediate predecessors, Archbishops Neill and Empey. The earlier rolls are deposited in the RCB Library.

Petitions and Faculties

A different function of the Registry is to act as Registrar of the Diocesan Court. In this role, two petitions were presented since the synods last met, both from Irishtown and Donnybrook. The first was from the Rector, churchwardens and parishioners for the re-consecration of the Church of St Matthew, Irishtown. It requested that the Archbishop would affirm the consecration following the extensive refurbishment of the church. The work included sending the pews to England where they had been restored before being reinstated in the church. The Archbishop acceded to the petition and before evensong on Sunday 18 February he rededicated the Church constituting it as the Church for the United Parish of Irishtown and Donnybrook. This formally acknowledged the status of St Matthew's as the parish church following the closure of St Mary's Donnybrook.

The second petition was by the Rector and churchwardens for a faculty to permit the establishment of a side chapel in the north transept of the Church and for the erection of a cross on the wall above the new Holy Table. By the direction of the Chancellor, this petition was displayed on the main door of the Church for eight days, so giving all parishioners an opportunity to express any objections or reservations which they might have. No objections were received by the Diocesan Court and so the Archbishop made an order that his permission (called a "faculty") should be issued to authorise the changes. The side chapel is now in use for mid-week communion services.

The Rites and Ceremonies pertaining to Marriage

Members of the Synod are reminded of the importance of complying with the law concerning marriage.

The state has delegated to the licensed solemnisers of the Church of Ireland authority to celebrate marriages. This must be done in accordance with the Rites and Ceremonies of the Church of Ireland i.e. in accordance with the Book of Common Prayer whether in the traditional or contemporary language rite. An aspect that should not be overlooked is that the Church of Ireland requires that the marriage rite should be celebrated in a church. The overall effect is that clergy have no authority to celebrate a marriage elsewhere than in a church, so that a Church of Ireland cleric should not celebrate a marriage at a "wedding venue".

The State register of solemnisers is not restricted to any particular diocese, being a national register; however, each Church of Ireland religious solemniser requires approval from their diocesan bishop in order to be included in the register of permanent solemnisers.

Once on the permanent register, any change of details must also be notified through the diocese to the Church of Ireland Marriage Office which is based in the Synod Department in Church of Ireland House. It is the authorised body engaging with the

Office of the Registrar General to amend the State register. When a member of the clergy changes address or phone number within the diocese, these changes must be communicated to the Registrar General through the Marriage Office.

A registered solemniser who comes to the United Dioceses from elsewhere in the State or who comes from Northern Ireland or abroad must obtain the appropriate approval of the Archbishop to act within these dioceses. A cleric coming from outside the State (whether Northern Ireland or abroad) to conduct a single marriage must also register temporarily as a solemniser. This is done through the Marriage Office with the consent of the rector of the parish in which the marriage will be celebrated and the approval of the Archbishop both obtained before the application for temporary registration is made.

Upon retirement, all clergy are removed from the permanent register and will only be reinstated at the specific request of a diocesan bishop in particular circumstances. In general, retired clergy are placed on the temporary register for the purpose of conducting specific marriages.

Failure to observe these requirements, leaves open the question as to whether the marriage has been celebrated in accordance with statute law and the rites and ceremonies of the Church of Ireland. From the point of view of the couple intending to marry, that must not happen. Clergy owe a duty of care to the couple and should be conscious that there is a risk of celebrating a marriage which turns out to be invalid owing to a failure to meet the formalities.

Robert D Marshall
Diocesan Registrar

Sean Hanily
Assistant Diocesan Registrar

CHURCH MUSIC DUBLIN

Giving worship a vibrant voice through music

Report to Diocesan Councils, 2024

Executive Committee:

Rev Jack Kinkead (Wicklow and Killiskey) (Chairperson)
Jacqueline Mullen (Rathfarnham) (Hon Secretary)
Valerie Twomey (Lucan) (Hon. Treasurer)
Philip Good (Castleknock) (Safeguarding Trust Administrator)
Tim Hicks (Killiskey)
David McConnell (Zion)
Donald Maxwell (Killiney, Ballybrack)
Stephanie Maxwell (Clontarf)
David O'Shea (Sandford and Milltown)
Kevin O'Sullivan (Kiltarnan)
James Pasley (Celbridge)

Website: www.churchmusicdublin.org
Facebook: www.facebook.com/churchmusicdublin/
Email: info@churchmusicdublin.org

KEY RESOURCES

Church organist training	Sunday psalms online
Training videos	Music copyright for parishes
Deputy organists	Advice on appointing organists
Events for organists and singers	Remuneration guidelines

The past year has brought many changes. Church Music Dublin (CMD) is adapting in response to these changes, while maintaining the best of our existing programmes. CMD continues to train, mentor, and equip parish musicians in the Dioceses of Dublin and Glendalough and beyond.

The Archbishop of Dublin's Certificate in Church Music (ACCM) exists to train those who seek to become good liturgical organists. In 2023-24, three students successively completed the three-year course. The 2021 syllabus, designed with input from our organ tutors, enables students to learn repertoire pertaining to their local circumstances. The course is designed primarily for Church of Ireland

students, supported by their sponsoring parishes. We recently opened the course to candidates from other traditions to take the examinations, on payment of a fee. Since the beginning of 2023, ten parishes in the Dublin area have experienced a change of church organist. Some appointees are from countries other than Ireland and we have been privileged to support some of them as they adjust to life in Ireland. Six appointees are graduates or current students of the ACCM.

Living Worship events aim to support church musicians, and all involved and interested in church music. In October 2023 we hosted a Festival of Choral Evensong, directed by John Dexter, with David O'Shea playing the organ, in Sandford Church. This was well attended and was an enjoyable afternoon of rehearsing, followed by the service, led by the Rector.

On 15th June 2024, a memorial recital was held in Monkstown Parish Church, being the first anniversary of the death of our late colleague, Raymond Russell. Raymond served on CMD for many years and made valuable contributions to the running of the ACCM. Monkstown Choir, and many of the ACCM students participated in singing and playing the organ. This was an excellent and relaxed environment for ACCM students to perform and the afternoon was much appreciated. At both of these events we distributed educational material created and designed by CMD. Now that we are running in-person events again, the printed materials complement our online resources.

Our on-line library contains 28 videos on: Music in the Parish Eucharist; Essential hymn playing; Choir Training; Living Worship; Organ registration; Organ Voluntaries; and An Introduction to Anglican Chant (to complement *Psalms Online*).

We completed the multi-year project to create *Psalms Online*. It provides the appointed psalms with Anglican chants for every Sunday in the three-year calendar. Aside from providing a useful resource for parish musicians, this library of psalmody highlights a key aspect of Church of Ireland worship. *Psalms Online* is available at: <https://www.churchmusicdublin.org/psalms/>

Consequent upon a judgement of the Supreme Court in October 2023 and guidelines issued by the Revenue Commissioners, many employers, including select vestries/parish trustees, may need to review the employment status of those who work for them. CMD's strong advice is that, so as to comply with Revenue guidelines, all new organist appointments must be on a contract of service basis and the postholder should be paid through a PAYE payroll. There is further information on our website.

We have once again published Guidelines on the Remuneration of Church Musicians in collaboration with Roman Catholic church music interests. We welcome newcomers to the Deputy Organist List. The Garda vetting requirement is very straightforward and is in line with the policies of Safeguarding Trust.

CMD will continue to adjust and develop its support programmes to cater for the changing requirements of parish worship and those who lead the music.

COMMUNICATIONS & BROADCASTING

Communications Committee Members

Dr Kenneth Milne (Chairman)

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

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

Ms Lynn Glanville (Dublin Communications Officer)

Archdeacon of Glendalough

Dublin and Glendalough Communications Committee

The twelve months since our last Diocesan Synods have seen two substantial shifts, in particular, which impacted communities around the world as well as those of us within the United Dioceses of Dublin and Glendalough.

The atrocities carried out by Hamas on 7th October 2023 followed by the horrific and deadly war in Gaza and violence in East Jerusalem and the Westbank have been watched globally as fears grow for the stability of the whole region. For us in Dublin and Glendalough, these events bring particular shock and sadness as they take place within the Diocese of Jerusalem, the people of which we have been in partnership and growing friendship with since 2016. The Diocese covers Palestine, Israel, Jordan, Lebanon and Syria and they run Al Ahli Arab Hospital in Gaza City which we have been raising funds for since 2014.

Meanwhile, throughout Ireland there has been a worrying rise in social unrest in relation to the housing of people seeking asylum in Ireland and an increase in racism towards refugees seeking sanctuary but also towards residents from diverse ethnic backgrounds.

Both of these have impacted communications in the dioceses over the past year.

Shine a Light Appeal and Joint Clergy Retreat

Very shortly after the outbreak of war in Gaza the Archbishop and a small group of people began to work on an appeal for our partners in the Diocese of Jerusalem. The Dublin Communications Officer worked with the group to set the framework of the Shine a Light for the Diocese of Jerusalem appeal which was formally launched at the beginning of Advent. The DCO created a stream of content for the Diocesan Website and social media channels to keep this appeal to the forefront in people's minds over a six month period. She also arranged interviews for the Archbishop on RTE Radio and with the Irish Independent. The Independent and the Irish Times carried a number of updates on the progress of the appeal. The target of the appeal was €250,000 and by late May the total raised was in excess of €214,000 with some monies still due.

The DCO provided communications support for the public events that took place during the joint retreat for clergy from the Diocese of Jerusalem and the Dioceses of Dublin and Glendalough in May 2024. She arranged publicity for the Shine a Light Service in St Ann's on May 27 which received coverage in the Irish Times online and in the Independent. The Archbishop of Jerusalem was also interviewed for Prime Time which was broadcast on their website and social media.

The visit was a great success with the retreat and social aspects providing much relief for the clergy coming from the tensions in their diocese.

Welcoming the Newcomer Group

In February 2024 the DCO was invited to join a cross-denominational group by Brother Kevin Mascarenas, who coordinates the Sanctuary in Faith stream of Places of Sanctuary Ireland. The group was set up by the Association of Leaders of Missionaries and Religious of Ireland (AMRI) in the face of rising anti migrant sentiment and they took the decision to seek membership from other churches to create a broader network. It comprises members from AMRI, the Catholic Bishops' Conference, Sanctuary in Faith, the Presbyterian Church, the Methodist Church and the Church of Ireland. The members are currently exploring ways in which they might contribute a positive voice in support of people coming to Ireland.

During this time the Archbishop has issued a number of statements on arson attacks at buildings earmarked, or rumoured incorrectly to be earmarked, for IPAS accommodation; urging a language of respect for all; and, with the Archbishop of Armagh, on welcoming migrants.

The committee notes that there has been much commentary about the rise of misinformation and intimidatory behaviour, in particular the targeting of those in public life and service, on social media platforms. The members wish to express their concerns about the apparent lack of regulation by the companies that operate the platforms which enable often unidentified individuals to spread misinformation and to cause distress to others.

MindMatters Conference October 2023

The DCO provided communications support for the MindMatters Conference between August and October 2023. As part of this she, along with the Church of Ireland Press Officer, created a range of content to encourage people to go to the conference which was free and fully booked. She also assisted in securing media coverage for the event.

Communications within the Dioceses

Much of 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, The Church Review – the diocesan magazine, The Church of Ireland Gazette, social media and traditional media.

The United Dioceses are well served in most of the key areas of communications. Those who prefer the traditional print media may subscribe to the Church Review and receive the diocesan magazine monthly, either picking it up in their church on the first Sunday of each month (apart from August) or having it posted to their homes.

Our online platforms all perform well with positive links between the website and social media. While Dublin and Glendalough are on Instagram, YouTube and Twitter (now X) our main interface remains with Facebook with most people interacting through it or directly with the website.

The Church Review

The Church Review has had another good year. It continues to serve the diocese well, providing news of events and notes from each of the parishes.

The cover price to subscribers was not increased during the year but has remained constant for several years. However, as printing costs continue to increase every year, we envisage a modest increase to the price in 2025.

As a consequence of a predominantly ageing readership, we have recorded a decrease in the number of subscribers annually for the past number of years. Despite these difficulties, the *Church Review* continues to be self-sustaining and is produced without incurring any cost to the dioceses. We do need to increase the readership base and we appeal to the Rectors and Select Vestries of each parish to promote the Review within their parishes. Could they perhaps subscribe for a few extra copies each month for new parishioners or visitors as well as mentioning the Review in church and newsletter?

We note that some other Dioceses of the church have ceased to publish a Diocesan Magazine due to rising costs and declining circulation so vocal support in each parish is particularly important if the Church Review is to continue to serve this Diocese.

The editor is grateful to readers who currently subscribe for their own copy and to those who place advertisements.

Councils are grateful to the editor and the business manager, Mrs Charlotte O'Brien, for their excellent work. The contribution of the DCO, Mrs Lynn Glanville, who provides most of the news reports and the photographs of events in the Diocese, is also invaluable. Thanks are also due to those throughout the United Dioceses who assist in the collection and delivery of the *Church Review* 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, to the Vicar and staff at St Ann's Church, Dawson Street, and to the parish of Delgany who act as the main collection points for the magazine within Dublin & Glendalough.

The Church Review is one of the most important methods by which the dioceses inform the wider community of its work and witness. It also continues to provide an important historical record of these activities and of the social, political and religious events of our time.

The editor, Rev Nigel Waugh, retired as rector of Delgany in June 2024 but continues to serve as Editor of the Church Review.

Diocesan Website and Social Media

The Diocesan Website (www.dublin.anglican.org) continues to be the main online source of news and information within the dioceses. It is also a repository for resources ranging from pastoral resources for clergy to the Diocesan Cycle of Prayer. 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. As always, 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 dcodublin@gmail.com.

Details of our social media channels are:

Facebook: www.facebook.com/DublinandGlendalough

Instagram: https://www.instagram.com/dublin_and_glendalough/

Twitter (X): @UnitedDioceses

YouTube: <https://www.youtube.com/c/TheUnitedDiocesesofDublinandGlendalough>

Livestreaming of Services

Many parishes livestream their services. Please check with your local parish for details of how to watch these services. Many will provide the information on their websites on social media platforms.

Services from both Christ Church Cathedral and St Patrick's Cathedral are streamed live via the cathedrals' webcams. 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.

Broadcast Services on RTÉ

RTÉ continues to broadcast church services from a range of denominations, as well as church related organisations every Sunday. In addition, thanks to RTÉ's Commissioning Editor for Religious Programmes, Roger Childs, there are also programmes which focus on faith..

Generally, Church of Ireland parishes from around the country feature regularly on RTE's broadcast services. If your parish would like to take part, please contact Roger Childs Roger.Childs@rte.ie. 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.

Local Radio

Local and community radio continue to play an important role and there are a number of religious interest programmes on offer. The Rev Martin O'Connor hosts a programme called 'Vison' on Dublin South FM 93.9 once every five weeks, sharing the schedule with presenters from the Roman Catholic and Methodist traditions. He interviews people on a wide range of issues. Vision is broadcast on Sundays at 5.30pm on 93.9 FM or if you are outside the range of the station you can listen on the website <https://dublinsouthfm.ie/>.

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 editor and content manager 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. She also supports the Church of Ireland Synod Department and the Press Office at various times during the year, particularly during General Synod.

ARCHBISHOP'S CHAPLAINCY TO HOSPITALS

Rev. Canon Lesley Robinson

As Chairperson of the Diocesan Hospital Chaplaincy Oversight Group and line manager of our three contracted chaplains, I want to say a heartfelt 'thank you' to our chaplaincy team, not just on my own behalf, and on behalf of the United Dioceses, but also on behalf of all the patients families and indeed staff, for whom the chaplains continue to be a lifeline during often very challenging times. We are indeed blessed to have the services of three full-time, experienced and committed hospital chaplains: Hilda Plant, Patrick Ryan, and Trevor Holmes, along with a growing number of out-of-hours emergency cover chaplains: John Tanner (who also covers the National Rehabilitation Hospital (NRH), Leopardstown Park Hospital & St. Columcille's Hospital, Loughlinstown on behalf of the United Dioceses), Ruth Noble, Adrienne Galligan, Colin McConaghie, Natasha Quinn-Thomas, Nigel Pierpoint, David Bowles, David Gillespie, Kevin Conroy and John Deane-O'Keefe, ensuring that there should always be a Church of Ireland chaplain on call, 24 hours a day, 365 days a year. 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.

NB Please continue to use the dedicated chaplaincy number 087 4498432 for all hospital chaplaincy needs.

Hilda Plant – St. Vincent's University Hospital, St. Vincent's Private Hospital

In the years following Covid, hospital life has changed dramatically. While Covid is less prevalent the deep concerns about infections continue to dominate for all those providing care within our hospitals. The new normal is one of vigilance to infection and the spread of such infections to vulnerable patients. As we continue to support families this is an ongoing concern. With a shortage of single rooms where infection can be contained, multi-bedded wards have little protection. For all visiting, including clergy, hand hygiene and adherence to infection control notices is paramount to one's own safety and that of others. During Covid many deep relationships in the shared challenges of the epidemic were developed. Change within staffing continues. Quite a number of experienced staff have taken early retirement and others have relocated within the hospital. There has also been a high turnover of staff, especially in the nursing profession, with a large number of replacements coming from abroad. From nursing to domestic etc. there is real awareness of supports needed for those a long way from home and their loved ones. Staff support in a challenging world is an increasing part of my experience in chaplaincy. Despite the vast turnover of staff, the deep relationships formed through challenging years have continued and a greater understanding of chaplaincy has emerged. Covid has facilitated more staff to understand the work of chaplaincy and its unique contribution to the patients (families, staff) and their well-being. For various reasons the turnover of patients has increased radically, particularly in St. Vincent's Private Hospital. I would suggest the workload here has trebled in the past couple of years. Within St Vincent's University Hospital challenges come in bed

management, the Emergency Department, admissions, turnover and numerous life-threatening infections. Vacancies for chaplains in both hospitals for our RC colleagues means the department has struggled over the past two years. It has been increasingly difficult to find suitably trained, accredited and experienced chaplains willing to work within the acute setting to the point where is at present no night cover in either SVUH or SVPH. The provision and commitment of our on-call out of hours chaplains ensures that we as a tradition can provide 24 hour cover. Gratitude is very much due to our colleagues in this area. Finally thank you to those clergy who make referrals of patients in hospital. This is most helpful as those admitted to ED are not part of the Church of Ireland religious census list from which I work. Thank you also to those in the Dioceses who continue to support chaplaincy.

Patrick Ryan, St. James's Hospital, Tallaght University Hospital

The ongoing post covid journey continues to present challenges to all our hospitals. This past year has included ongoing spiritual and emotional support for patients, families and staff. This support is important for navigating the complexities of illness, suffering, and end of life questions. My role as a chaplain is central to the holistic care of patients, not just addressing the physical but also the emotional and spiritual. The overall view is that those I work with will have support in maintaining their own well-being, thus fostering a compassionate and supportive hospital environment. This also challenges me within my role to establish healthy boundaries in order to maintain my own health, and to ensure that I can deliver a service which reflects the values of the Church of Ireland.

Rev. Trevor Holmes, Beaumont Hospital, Mater Misericordiae University Hospital, Connolly Hospital Blanchardstown

This year my ministry of healthcare chaplaincy continued to be deeply rewarding while simultaneously profoundly perplexing. Particularly when the unexpected leaves lives tragically changed or concluded, including those all too young. Occasions of unbearable physical, emotional and spiritual pain requiring patient, family, staff and chaplain alike, together with the psalmist to, “*cry aloud to the Lord*” (Psalm 3:4). Despite such challenges it remains the most unique privilege and blessing to accompany people on their individual journeys- invited to hear their stories, fears and concerns while witnessing their faith even in periods of significant challenge. These challenges are mitigated by the ‘esprit de corps’ and camaraderie of my fellow chaplains, including the cohort of colleagues providing ‘out of hours’ coverage and line manager, Revd. Canon Lesley Robinson. My sincerest appreciation to them all for their continued support and guidance again this year. As the global pandemic abated its impacts were deeply felt within the healthcare system at large. Treatments postponed or delayed during the period led to backlogs and unexpectedly advanced diagnosis. This coupled with recurring bouts of Covid-19 and other infections, alongside accumulative demands on hospital services, have resulted in an increasingly important ministry with staff members. Those who again found themselves in the vanguard while under-resourced for the magnitude of the

undertaking as they experienced it. The emotional, spiritual and physiological impacts of the pandemic and its aftermath will continue well into the future, posing novel challenges for our Chaplaincy service to address. Within our small team of chaplains resourcing proved problematic this year, as a variety of issues left the team depleted and without a full cohort for significant periods. While an optimal service may not have been possible, it is with a deep sense of fulfillment we can claim that a professional, patient-centric service was maintained throughout the period. In this regard, I am grateful to the diocese for its provision and insistence of regular professional supervision. However, the resourcing of key administrative functions and the logistics of providing 24-hour emergency phone cover remain opportunities for doing better which require immediate address. Diocesan clergy can greatly assist in providing an efficient service by encouraging parishioners to register as Church of Ireland on admission rather than any alternative designation e.g. Christian, Reformed or Protestant. Also please inform chaplains of any parishioners or their families who are in-patients in any of the acute hospitals as it reduces the risk of them being overlooked. Additionally, if visiting parishioners in hospitals with full-time chaplains please do let us know you have done so as it enables a more effective visiting regime. My admiration remains unabated this period for the dedication, resilience and utter professionalism of all front-line staff within our healthcare system. It has continued to be an honor to minister with and to them during this period. One of my greatest delights has been to experience the warm friendships and richness of ecumenical relations and engagements with fellow chaplains of other denominations. I have been profoundly touched by invitations not just to attend or participate but to lead important rituals like memorial services for patients and staff and to jointly facilitate staff pastoral care training programmes.

The ministry of surprises continues to be an unexpected joy. The manner in which hesitant requests on hospital corridors for a quick chat or a quiet prayer or a simple blessing illuminate the human condition, the presence of God and the desire for Divine encounter in a myriad of improbable ways. This year has once again proved enriching and testing in equal measure in providing an empathetic presence in which I am reminded of Carl Jung's maxim, ***“Learn your theories as well as you can, but put them aside when you touch the miracle of the living soul”.***

WHO CARES FOR THE CARERS?

Who Cares for the Carers? is an initiative, in operation since 2018, 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.

A number of clergy have availed off and benefited greatly from support under this initiative since its inception.

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

Stipends: The General Synod Minimum Stipend and the Diocesan Minimum Stipend in 2023 were €42,090 and €43,942 respectively, an increase of 9% on previous years. There has been no change in the rules applying to the calculation of curate stipend. In 2023 the Standing Committee agreed that there be an increase of 6.1% be applied to the Minimum Approved Stipend for 2024 in the Republic of Ireland.

Locomotory Allowances: It was agreed by the Representative Body 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 annual mileages for which the allowance is paid to clergy in the United Dioceses 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

From September 2022 the Revenue Commissioners have revised the bands and rates which relate to the annual distance travelled for 'business' and engine capacity of the car. These have been adopted by the Representative Body with effect from 1st January 2023 together with increases in the additional rate at each level which is liable for PRSI. The relevant tables are shown below:

Distance Bands	Engine Capacity up to 1200cc	Addtl. rate	Engine Capacity 1201cc to 1500cc	Addtl. rate	Engine Capacity 1501cc & over	Addtl rate
1 0 – 1,500 km	41.80 cent	44 c	43.40 c	44 c	51.82 c	39 c
2 1,501–5,500 km	72.64 cent	20 c	79.18 c	17 c	90.63 c	9 c
3 5,501-25,000km	31.78 cent	17 c	31.79 c	15 c	39.22 c	10 c
4 25,001km&over	20.56 cent	15 c	23.85 c	13 c	25.87 c	9 c

Electric Vehicles are to be paid at the rate for cars with an engine capacity of 1201-1500cc. The travel rate applicable to hybrid vehicles is that which applies based on the size of the engine in the vehicle.

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 2025.

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 2024 remains unchanged at €1,500, with curate’s 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 2024 is as follows:

	€
Diocesan Minimum Stipend	46,622
Locomotory Allowance	9,350
Office Expenses Allowance	<u>1,500</u>
	57,472
Clergy Pension - Cure	1,340
Clergy Pension – Member	7,145
Pay Related Social Insurance	<u>3,203</u>
Standard Assessment	
(for incumbents and vicars)	<u>69,160</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 26% of MAS and is broken down as follows:

2024

CPF levy (to meet deficit under funding proposal)	3%	€1,340 (each cure & recognised office)
CDCP (diocese/parish)	16%	€7,145 (per member for member's pot)
CDCP (diocese/parish)	3%	€ 1,340 (death in service benefit)
Total diocesan pension contribution	22%	
CDCP (clergy)	9%	(deducted from stipend)
Total pension contributions	31%	

The CPF levy of 3% is payable in respect of all cures and recognised offices to assist in meeting the CPF deficit over the period to 2024 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 CDCP 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 2024 those parishes involved are receiving a pro-rata share of a surplus of €27,930 (Total €46,680) 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. It includes the Central Episcopacy Assessment on the Dioceses, the share of the fund needed by the Priorities Fund, the cost of the Child Protection Officer, insurance, the outlay for diocesan youth work, 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.

Clergy Permanent Health Insurance Policy & Clergy Parental Sabbatical Policy: In June 2022, the Standing Committee approved the Clergy Permanent Health Insurance Policy and Clergy Parental Sabbatical Policy for inclusion in the Dignity in Church Life Charter and Policies. Clergy Permanent Health Insurance (‘Clergy PHI’) provides continuous financial support for members of the clergy who, by reason of ill health, are unable to carry out their duties of office for a period of more than one year. The Clergy Parental Sabbatical Policy (maternity, paternity, and adoptive) for clergy will support the health and welfare of members of the clergy who are pregnant or have recently become parents.

The Clergy Permanent Health Insurance Policy & Clergy Parental Sabbatical Policy have been implemented and are available on the ‘Parish Resources’ section of the Church of Ireland website.

OUTSTANDING ASSESSMENTS

Following challenging times after covid parishes are returning to in-person church and fund-raising activities. The majority of parishes have continued to meet their assessment payments by monthly direct debit. Councils acknowledge how challenging this has been for parishes and the office would like to thank those who have found themselves in difficulty for their ongoing communication in this regard.

Parishes with assessments outstanding at 31 December 2023:
Glasnevin, St George & St Thomas & Finglas.

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 2023 until year end 2026 are as follows, but see also the notes below:

<u>Services:</u>	One	€75
	Two	€120
	Three (or more on the same day in the same parish/group/union)	€150
<u>Mileage:</u>	(including Non-Stipendiary Ministers, Self-Supporting Ministers and Lay Readers)	€0.80 (km)

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 70 – 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, Self-Supporting 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.

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. Charities can submit one claim per year which relates to VAT paid in the previous year only. Parishes with their own Charity Number are able to make claims themselves directly through ROS.

The Diocesan Office submit one consolidated claim on behalf of those parishes in these United Dioceses who do not have their own charity number. The Diocesan Office cannot produce consolidated accounts. The Representative Church Body have been in touch with the Charity Regulator to seek assurances that the Dioceses would not be placed in a position where consolidated accounts would have to be provided and also that the liability for any claim coming in from individual parishes would rest with the individual parishes and not the Dioceses.

Repayment of claims is expected to take place towards the end of 2024.

CHARITIES LEGISLATION

Registration of parishes in Republic of Ireland

The process to register all parishes is on-going. An update is expected from The Charities' Regulator to the RCB by end of September. It is hoped that the registration of parishes will proceed on receipt of this.

Governance Code

Once all parishes in the Republic of Ireland are registered, they will be expected to report on compliance annually with the Governance Code issued by the CRA.

Parish Trustees

The Select Vestries as trustee bodies of the parish 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 Select Vestry. Each Select Vestry member must sign the relevant Trustee Declaration Form & be included in the parish Trustee details form.

PAROCHIAL ACCOUNTS

In accordance with the Diocesan Plan of Financial Arrangements parishes are obliged to furnish the Diocesan Councils each year a copy of its independently audited annual accounts as presented to the Easter Vestry. The Councils require they be made aware of any parish which fails so to do.

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 Secretary for the consideration of the Glebes & Finance Committee/Diocesan Councils.

The following documentation should also be submitted:

- i. Plans and/or specifications (existing and proposed) which adequately and clearly illustrate the proposal. These should be prepared by a suitably qualified professional person/practice (with professional indemnity insurance) 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, Property & Finance Sub-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, Property & Finance Sub-Committee should be lodged with the Diocesan Secretary at least twelve days before the meeting of the Glebes, Property & Finance Sub-Committee.

LOCAL PROPERTY TAX

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.

The local property tax was recalculated in 2021 with all parishes responding to the new level of tax charged.

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 and Development 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-finances.

Benefact Trust

The Benefact Trust 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 The Benefact Trust’s wholly owned subsidiary, Ecclesiastical Insurance Office plc. Full information and application forms may be obtained from the website <https://benefacttrust.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 SCHEME

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 intended to be a new central fund but a year-on-year mechanism of support.

There were no application received for funding for 2023.

Parishes in need are encouraged to make applications to this scheme. Grants will be awarded at the end of the year.

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

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 August 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 2025 will be available at the 2024 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.

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.

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. 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 XIII) 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. During the year the Councils were notified of the intention Donnybrook, Killiney, Holy Trinity, Sandford, St Stephen and Taney to spend in excess of this amount.

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.

COUNCILS

The Councils held 7 meetings during the year – 5 ordinary meetings and 2 special meeting were held since the last Diocesan Synod in October 2023.

AUDIT & RISK SUB-COMMITTEE

Main issues considered by the Sub-Committee

The Sub-Committee met 7 times since it is formation, and the following are the main issues dealt with: -

The 2023 Audit

The Sub-Committee has liaised with the Financial Consultant, the auditors, KPMG, and representatives of the Glebes, Property & Finance Sub-Committee with regard to the content of the accounts and its notes. This has come to a satisfactory conclusion with a final set of accounts and notes sent to the Auditors. A timeline and procedures for future audits was also recommended.

New Auditors

On 15 March 2024 we were informed by our auditors that they weren't willing to undertake the audit for 2023. As our auditors are appointed by the Diocesan Synods it would have meant having to call a Special Synods. But after consultation with the auditors and explaining the implications of this decision they agreed to carry out the audit for 2023, but this would be the last time they would carry out the audit. The Sub-Committee did research into obtaining new auditors by contacting other Dioceses to see who they use as auditors and contacting some firms who they knew may be interested in tendering for the audit. Eventually a list of 15 potential firms was drawn up and these firms were written to and asked to tender for the position of auditor to the United Dioceses. Of these 15 firms 12 showed interest and tendered for the audit. The sub-committee decided on criteria of what they deemed would be appropriate to become auditor such as size of firm, number of partners and staff and the cost of carrying out the audit. Eventually it was decided that one candidate would be recommended to be the auditors.

Risk Register

Under Charity regulations the united Dioceses is required to have a risk register in place. Various risk registers were considered including suggested registers on the Charity Regulators website. It has been agreed that the united Dioceses would use a register which is similar to what is being used by the Representative Church Body. This now has to be populated by potential risks.

THE GLEBES, PROPERTY & FINANCE SUB-COMMITTEE

Meetings

The Sub-Committee, elected by Councils held 5 ordinary meetings and during the year.

Some of the issues considered by the Sub-Committee

Some of the issues dealt with by the Sub-Committee can be found on Pages 84-86

MISSION SUB-COMMITTEE

The Sub-Committee met 3 times since it is formation.

Introduction and Duties, Powers and Function

A decision has previously been made to form a Mission Sub-Committee of Diocesan Council. The ambition of such is to make mission a central part of the life of the diocese. Mission is our business, and it needs to be at the centre of everything that we do as a diocese. That is something I trust we can all agree on.

It's important to acknowledge that this is a transitional phase we are in. Transitions can be frustrating, and they can appear messy as shape is still emerging.

The duties, powers and functions of the Mission Sub-Committee are

- to promote within the dioceses of Dublin and Glendalough a sense of the priority and urgency of mission in all its aspects as outlined by the Anglican Communion's 5 Marks of Mission;
- to promote effective models of mission, evangelism and renewal;
- to initiate and encourage pioneer ministry which will further the mission of the church;
- to maintain close relationship with other bodies concerned with mission at home and overseas;
- to foster interest in members of the Church of Ireland serving in other parts of the world; to facilitate mission interchange visits to and from Ireland;
- to encourage reflection on the theology of mission;
- to promote good ecumenical relationships in the dioceses of Dublin and Glendalough, including involvement in and promotion of ecumenical events; and
- in conjunction with the archbishop, to establish, develop and maintain partnerships with other bodies including, in particular, other Anglican dioceses.

As part of that decision, the roles and responsibilities of both the Council for Mission and the Diocesan Committee for Social Action would be rolled into the Mission Sub-Committee.

We want to acknowledge the hard work done by both of these groups over the years. Transition is hard and recognition is important. Many individuals have served faithfully on those groups over the years and their innovation and stewardship have served these dioceses and the mission of God well.

A Foundation for Mission

The mission of the church is the mission of God. All of our mission endeavours if they are to be fruitful begin in scripture.

Mark 4:26–29 is the parable of the growing Seed

26 He also said, "The kingdom of God is as if someone would scatter seed on the ground, 27 and would sleep and rise night and day, and the seed would sprout and grow, he does not know how. 28 The earth produces of itself, first the stalk, then the head, then the full grain in the head. 29 But when the grain is ripe, at once he goes in with his sickle, because the harvest has come."

In this parable there are four discernible parts of the plant. There is the soil, without which the plant is unable to grow. Indeed, it is from the soil that the plant sprouts and receives its nourishment. There is the stalk and the head, which gives the plant its form and enables the grain to grow. Finally, there is the grain, the fruit for the harvest.

There is an image here for mission. We all want to quickly get to the harvest, but unless the soil is healthy, and the stalk robust, the harvest will be fruitless.

What might this mean for us in our dioceses? We begin with the soil. Perhaps the soil is our culture, and it might lead us to ask the question, do we have a culture out of which mission naturally emerges? Is our culture rooted in prayer and scripture. Does our culture facilitate mission or stifle it? These are not easy questions, but they are where we should begin. With all endeavour and best wishes, mission will not flourish unless the soil is healthy.

Next the stalk. The stalk is the structure of the plant. Few people pay attention to it, but unless the stalk is robust, the grain will not grow. Much of the work of diocesan councils in recent years is to strengthen our diocesan structure so mission may flourish. There is much more work to be done in this area. This isn't glamorous work, but healthy structure can enable effective mission.

Our sense is that we are beginning with the soil and the stalk. If we can nurture a culture around mission, and if we can facilitate working structures in this area, we might find the harvest more plentiful.

So where are we now?

A Mission Sub-committee has been formed. Effort has been made to ensure that the team has the skills necessary to fulfil their roles, and an adequate representation of the diversity of our diocese. The previous chairs of the Council for Mission and the Diocesan Committee for Social action are both represented to ensure that there is continuity.

There is still scope for co-option. The committee has chosen not to fill these positions until a plan of work has been agreed.

Its first action was to consider some of the commitments made by the Dublin and Glendalough Council for Mission and the Diocesan Committee for Social action. This was particularly necessary as budget had been agreed for a visit from the diocese of Jerusalem and for the Ecumenical Bible. You will find more about both these initiatives as well as the Shine the Light Campaign later in this report.

The second action was to discern where God may be leading us. It became self-evident to us that the diocese does not have a clear mission action plan. There is plenty of good work going on, but it lacks coherence and sense of common direction.

Rather than jump into missional initiatives and projects, we felt that it would be a good use of our time to more broadly focus on diocesan vision and mission action planning.

To this end we have started a process of research to educate ourselves on what might be working or not working in other dioceses. We have researched diocesan mission plans across the Church of Ireland, North and South, as well as scrutinising mission plans from several dioceses in the Church of England. There is much to learn here, and we look forward to feeding back in due course.

This is a process, and in order to be effective it needs consultation and innovation. We hope to develop a process of engagement in 2024 / 2025 that will move us towards a mission plan for us all. This is something that may take some investment of time and resources, but we feel its necessary work if our diocese is going to thrive.

Jerusalem Pilgrimage

On Sunday 26th May eleven clergy from the Diocese of Jerusalem, including Archbishop Hossam Naoum, arrived in Dublin for a four-day retreat as part of our Diocesan link. Of course, our friends from the Holy Land travelled in the backdrop of instability and violence which had blighted their homeland for many years but has intensified in the last few months.

The clergy were hosted at the Church of Ireland Theological Institute where the retreat based on 2nd Peter was to take place.

The first arrivals on the Sunday morning joined Archbishop Michael in worshipping in Christ Church Cathedral, while the later arrivals went straight to Braemor Park to get some much-needed sleep ahead of the first retreat sessions on Monday morning.

The first session of the retreat was led by Archbishop Michael who recapped upon the joint retreat in Jordan in 2023, when the focus was on the first chapter of Peter. The visiting clergy were joined by a number of clergy from our own United Dioceses. There were two sessions in the afternoon. Firstly, Canon Paul Arbuthnot spoke on 2 Peter 1:2-15, with the theme of “grace and peace and the qualities these give.” The second session was led by Canon Peter Campion, looking at 2 Peter 1:16-2:9, with the theme “The truth and the power of Jesus Christ and the dangers of false prophecy.”

On Tuesday, there were three further sessions led by clergy from the Dioceses of Jerusalem. In the morning the text was 2 Peter 2:10-22, as we looked at “morality, ethics and anti-authoritarianism: the private and the public relationships.” In the afternoon, we moved onto 2 Peter 3:1-10, with the question “how do we today handle biblical apocalypse in an ecologically acute world? Ours is a world where more and more of the biblical inheritance in this area is derided by those inside the

church, let alone outside the church.” The final session was on 2 Peter 3:11-18, with the theme “promise, patience, repentance, justice and salvation.”

These sessions give the clergy time to reflect on their ministry in their own context, as well as discussing the challenges and opportunities our Dioceses share. There was much discussion and sharing of thoughts and ideas which will only go to enhance the relationship between our Dioceses.

Throughout the retreat sessions the clergy gathered in the CITI Chapel for worship led by clergy from both Dioceses. The worship was enlivened by song both in English and Arabic.

Beyond the retreat sessions, the gathered clergy embarked on a number of visits across the Diocese of Dublin and Glendalough.

On Monday evening, the clergy travelled into the city centre to St Ann’s, Dawson Street for a special service to commend the work of the Shine a Light Appeal which has raised €216,000 so far for the for the Al Ahli Arab Hospital in Gaza City which is run by the Diocese of Jerusalem.

Taking place on the eve of Ireland’s formal recognition of the State of Palestine, the service was attended by the Palestinian Ambassador, Dr Jilan Wahba Abdalmajid, who is from Gaza and whose children were born in Al Ahli Hospital.

The service was led by the Vicar, Canon Paul Arbuthnot, and opened with a lament ‘Cumha na Marbh (Lament for the Lost) written and performed on the pipes by Professor Ciaran MacMurchaidh, Fiontar agus Scoil na Gaeilge at Dublin City University. The service was followed by a buffet in the hall of St Ann’s.

On Tuesday evening in CITI, there was panel discussion featuring Archbishop Michael, Archbishop Hossam and clergy from the Diocese of Jerusalem. The discussion highlighted a number of common issues – including identity and youth ministry – as well as issues unique to Christians living in the Land of the Holy One, among them fostering a sense of belonging in the place where Christianity began.

The discussion took place in person and online during and was moderated by Archbishop Michael. Following the discussion there was a question and answer session with questions from those gathered in the room and others who joined online. After the session, Rev Dr Maurice Elliott welcomed everyone to the Theological Institute and hosted a dinner reception.

On Wednesday morning, the clergy hit the road to Greystones. The clergy were given a tour of St Patrick’s National School where they learnt about the local

schools' initiative to discourage the use of smartphones for children under the age of 13.

The group then visited Tiglin's Coolnagreina property in Greystones which is currently home to more than 20 families from Ukraine. They learned of a new all-weather outdoor play space which is being built, thanks to the generosity of the people of Dublin and Glendalough and beyond. Funds were made available to Protestant Aid for distribution throughout the United Dioceses to assist with parochial initiatives supporting the integration and wellbeing of people from Ukraine. During the visit the first sod was cut for the new play space. The party then enjoyed a Lebanese lunch in a local restaurant.

During the day both the Archbishops met with officials in the Department of Foreign Affairs before going to Christ Church Cathedral where they prayed together for peace.

Whilst the Archbishops were attending their meeting, we were joined by Ruth Gyves, who led the group from St Patrick's Cathedral to St Stephen's Green where they were able to stock up on gifts to bring home and experience a sample of City Centre life on Grafton Street.

We then attended Evensong in St Patrick's, followed by a tour of the bell tower where Clark Brydon from St Patrick's enlightened us to the joys of bell ringing (without a practical demonstration!) and some even ventured safely onto the roof. The Jerusalem clergy really enjoyed this experience and the view of the city from such a great vantage point.

The group were then treated to a final dinner in the Kildare Street and University Club where they were joined by Archbishop Dermot Farrell and other friends. Minister Neal Richmond, who is a member of Kiltarnan Parish, gave a short address at the beginning of the meal.

On the final day, the clergy from Jordan departed on an early flight, but Archbishop Hossam and the remaining clergy enjoyed a visit to the Guinness Storehouse under the supervision of Ruth Gyves and Rev Colin McConaghie. This was followed by a traditional fish and chips lunch from Burdock's and a walk around the grounds of Dublin Castle, Capel Street Bridge and the site of the first performance of Handel's Messiah on Fishamble Street, where some spontaneously broke into a rendition of the Hallelujah Chorus! A very happy and satisfied group of clergy boarded the bus outside Christ Church Cathedral to begin their journey home.

There is no doubting how appreciative the clergy from the Diocese of Jerusalem and the Middle East were of this opportunity to meet together in Ireland for a time of reflection and friendship giving them even a short time away from the tensions of

home. The link between our Dioceses is more than just a box ticking exercise. The link reflects the living stones we so often reflect upon in the Holy Land, living stones of friendship of shared experience and partnership. The visit came in an historic moment in the relationship between Ireland and Palestine and further embedded the Anglican Diocese's call and prayer for a two-state solution where all can live together in peace. It is our hope and prayer that this partnership will continue to grow in the coming years as we learn from one another and grow together in faith, hope and love.

Ecumenical Bible Week

The theme of Ecumenical Bible Week this year was "Peace and Justice in a Troubled World" and was inspired by the challenges and suffering faced by so many across the globe right now.

The week began with an opening service in Taney Church of Ireland led by Revd Nigel Pierpoint with guest preacher Deacon Kevork Gergees from the Armenian Apostolic Church in Ireland.

On the evening of May 20th, we held our 'Thinking Allowed' event in St. Paul's on Arran Quay where Archbishop Dermot Farrell, Archbishop Michael Jackson, Fr Calin Florea, Gillian Kingston and Jane Mellet explored the topic 'Can you personally experience peace when injustice persists?' At our Symposium, we were delighted to hear from Dr Jessie Rogers and Janet Scott as well as to welcome the new Chief Rabbi Yoni Weider for a conversation around the question, 'Are peace and justice compatible?'

On Pentecost Sunday, we brought the week to a close with a service in St Jude the Apostle Willington Catholic Parish with Fr. Brendan Madden and guest speaker, Chloe Hanan.

The week was very successful and well attended due to the relevance of the topic and the quality of the speakers and plans are already in motion for next year's event.

Pioneer Ministry

Following the formal launch of Pioneer Ministry in St Patrick's Cathedral, Dublin in February 2023, the Pioneer Ministry Governing Council and a Pioneer Ministry leadership team were established by General Synod 2023. The Council was established to uphold and advocate for the vision of Pioneer Ministry to reach those with little or no connection to church and to oversee the leadership team and its delivery of its objectives and values, as they manage the processes by which employed pioneers and funded pioneer projects might receive funding and support. The Council and leadership team are greatly encouraged by the actions to date with much activity over the last year, while recognising there is a significant body of work that lies ahead to grow pioneer ministry, develop the role of the Council itself,

support the Leadership Team, and mobilise pioneer ministry and pioneers, lay and ordained, volunteers and employed, across the whole church.

From inception the Pioneer Ministry has worked towards 5 key objectives in each Diocese:

1. Governance and Leadership

For Pioneer Ministry to be credible, sustainable, and flourish it is, and will be, important to establish, embed and grow a robust governance and leadership structure for Pioneer Ministry. The Council has met on five occasions, and at the time of reporting is overseeing the processes of the Leadership Team through the first iteration of applications for new pioneers and funded pioneer ministries, which have come in from across the island. This process itself is pioneering and the Council will reflect on how processes can be refined and improved for future years. The National Director, Reverend Rob Jones has visited all 11 dioceses throughout the year, meeting with Bishops, attending multiple diocesan synods, clergy and lay gatherings to communicate the vision and begin the process of implementing pioneer ministry in each setting and context.

2. Diocesan Pioneer Ministry Hubs

The vision for pioneer ministry is that it will be a ‘ground up’ movement. For this to happen, it is vital that within every diocese there is a group, or even a number of groups, of people including the diocesan pioneer ministry advocate appointed by the Bishop, who will champion, support, and advocate for pioneer ministry. These groups will be Pioneer Ministry Hubs. In our own diocese we have 3 hubs, chosen by the Archbishop, which are Dublin North, Dublin South and Glendalough, which have all met together as a joint learning community. Pioneer learning Communities are designed to take small groups in local settings, parish (or even diocesan), through a change process to explore what it means to pioneer in their setting – what is the status quo, what is working, what isn’t, what is right, wrong, or even confusing? These learning communities will be made up of leaders chosen by the Bishop who are committed to shared peer pioneer learning, mutual support, strategic partnership and praying for each other. These hubs, including our own in Dublin and Glendalough is shaped to serve the needs of each diocese in its own context, Hubs will grow awareness of pioneer ministry, support pioneer initiatives, enable the training and resourcing of volunteers, network with Hubs from other dioceses, and engage with the national Pioneer Leadership Team.

The Hubs in our diocese, working alongside the other mission groups and committees in our diocese will grow to play a vital role in some or all of the following ways:

Networking

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

Growing Awareness

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

Support, train, resource voluntary pioneers and projects

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

Funded Pioneers and Projects

- Support the Archbishop and diocese with bringing forward proposals for funded pioneer projects and pioneers
- Support the yearly Diocesan Discernment and Selection Process for full time pioneers
- Provide local and contextual diocesan support to any full-time pioneers within the diocese

Develop Funding & Resources

- Look to grow funding and resources for pioneer ministry

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

Much of the focus and energy over the last year was to focus on the creation of a new selection and training process for employed pioneers. A selection process has been agreed with the House of Bishops and a new guidebook published which is being implemented through every diocese, as part of a pathway of discernment for those exploring vocation and calling to reach those with little or no connection with church. A meeting between the Leadership Team and Diocesan Director of Ordinands confirmed how the exploration of vocation to pioneer will sit alongside and complement the exploration of those considering ordained or lay reader ministry within the church. The selection process for pioneers is not a pathway that will lead to ordination. It is to a period of deployment into a pioneer ministry project and training that will run concurrently from the first day of deployment. It is envisaged that some pioneers may, in the years that follow, discern a call to some form of ordained ministry, and this will be a separate pathway of discernment towards Ordained Local Ministry or some form of transfer into stipendiary ministry according to the appropriate protocols.

To complement the Selection Process for pioneers a process has also been established for the development of pioneer ministry proposals that may seek financial support from the Pioneer Ministry fund established and kept under review by the Representative Body. As mentioned above a new guidebook, accessible both in print and online, provides more information on how pioneers may be discerned, how proposed ministries might receive funding, how recruitment & appointment will work, and what happens once deployment and training begins. At the core of all discernment, development, recruitment and deployment, every new pioneer and every new ministry will be:

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

The first cohort of 7 new pioneers, including Shane Maguire from St Catherine’s Church on Thomas Street, will be deployed and trained in new pioneer ministries which will commence this Autumn. The deployment will last for up to 5 years with training delivered part-time, alongside deployment, during the first 3 years.

Training – Certificate in Pioneer Ministry

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

Pioneer Ministry Gathering – November 23rd, 2024

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

4. Establish and support new pioneer communities and churches

The establishment of the Governing Council, Pioneer Hubs and Learning Communities and the first cohort of 7 funded pioneers and pioneer projects, 4 funded, all represent new networks and communities committed to reaching those with little or no connection to church. The creation of these new projects or ministries, including a new pioneer partnership in our won diocese to plant a new congregation, in an exciting partnership between St Catherines church and St Mary's Crumlin, which is part funded by the Pioneer Ministry fund. This fund will help grow pioneer communities and churches that are missional, contextual, ecclesial and formational. The Council and Leadership Team look forward to supporting these new initiatives and to working across all dioceses to create new communities of faith contextualised for their setting in the years that lie ahead.

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

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

A Bill for Pioneer Ministry was passed by General Synod 2024 which recognises pioneer ministry and pioneer ministries within Chapter V of the Constitution of the Church of Ireland. This Bill enables new ministries and new Church of Ireland Pioneers to be fully recognised as a part of a diocese or parish, and for those pioneer ministries that need to be self-governing with concomitant obligations relating to charitable registration, financial and property management, and safeguarding, will ensure that the Constitution is the proper Governing Document of the ministry.

Summary

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

For more information, or to receive the new pioneer ministry information booklet, please go to www.pioneerministry.org or email the National Director, Rev Rob Jones at rob@pioneerministry.org.

APPENDIX

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

As usual, the Mission Sub-Committee is delighted to include reports from Mission Agencies as a means of keeping members of our United Dioceses informed. These reports are not open to debate, but Council hopes that Synods' members will find them of interest.

TEARFUND IRELAND

We are grateful to you all in Dublin and Glendalough Dioceses for your support through prayer, giving and fundraising for the work of Tearfund Ireland this year. Here are some updates:

Ethiopia Self Help Groups: 125 new Self-Help Groups were established in the last year and a further 780 older Self-Help Groups were provided with ongoing capacity building support from a community facilitator. With each group comprising of around 20 women working together to see themselves lifted out of poverty, many thousands of lives are being impacted. In addition, this year more than 500 people were supported to start their own businesses and over a thousand farmers were trained in climate mitigating agriculture techniques transforming their ability to feed their families and grow produce to sell in the marketplace.

Mulugeta Dejen-Haile, Tearfund Ireland's Regional Programmes Manager in Ethiopia was interviewed by Stephen Foster for a Council for Mission, Mission Matters podcast. You can listen here and find out more about the impact of the Self Help Group work:

<https://podcasters.spotify.com/pod/show/stephen4652/episodes/MM-03-Mulugeta-Dejen-Haile--is-the-Regional-Programmes-Coordinator-in-Ethiopia-e2kp147/a-abbvrlt>

Church and Community Transformation (CCT): This year we continued to work with partners in the Dioceses of Jerusalem to envision and equip the church to positively play their part in transforming the poorest communities in Jordan. Churches are being trained and mentored in the CCT process and an Arabic CCT manual is being created that is contextually adapted for the Middle East region.

This year 55 churches in Ethiopia also took part in the CCT training process.

Disasters and Emergencies: During the year with your support, we were able to respond to a number of emergencies related to conflict and natural disasters providing emergency food, shelter and hygiene supplies. These included in Lebanon where conflict at the Lebanon-Israel border have led to over 90,000 people fleeing southern Lebanon. Seeking safety in other areas of Lebanon, thousands need assistance.

Keeping Children in Families: Team members had the privilege of visiting partners in Cambodia during the year. It was an inspiring time of meeting people impacted by the work of our project partners, learning and fellowship. This year our partners have provided family strengthening programmes, and training and support for foster carers. An important part of their work has also been to support young people leaving care to form care leaver networks. These networks help keep young care leavers safe from manipulation and exploitation as they reintegrate back into the wider community.

Ireland: We continue to partner with CIYD to explore climate justice issues with young people. As part of the activities over the past year we launched a Climate Justice talks for use in youth groups, school assemblies and church settings. We also launched a climate justice journal. Climate justice resources are available to download on the Tearfund Ireland website <https://www.tearfund.ie/get-involved/resource-hub/development-education/climate-justice/>

We thank God for all Tearfund Ireland's partners who continue to serve their communities despite multiple challenges, practically demonstrating the love, goodness and justice of God.

CHRISTIAN AID

As we reflect on the past year and the work of Christian Aid Ireland, we are grateful for the opportunities to speak out against global poverty, inequality and injustice. Along with our partners in many countries, we continue to work to show love in action as we stand alongside families and communities that have been devastated by the effects of the climate crisis, natural and man-made disasters and horrific situations of conflict.

Thanks to the continued kindness and generosity of churches and individuals throughout the island of Ireland we were able to fundraise over €3 million last year, to provide aid, training and practical support to communities to improve the quality of life for many and to bring hope for the future.

Our work over this year has included responding to the crisis in South Sudan, continuing to support families affected by the ongoing conflict in Ukraine, finding new ways to grow incomes in rural Zimbabwe and particularly in drought affected regions, encouraging young female entrepreneurs in Bangladesh as they work to overcome poverty and prejudice, attending the United Nations COP conference to stand in solidarity with nations from the global south, working alongside partners in Gaza to get emergency aid, food and water to those who desperately need it, caring for those escaping violence in Haiti, providing shelter, support and training for survivors of Gender Based Violence, putting before palm oil in Sierra Leone and training in Honduras in bee keeping skills in order to diversify their income.

In sharing our values of dignity, love, justice and equality, much of our work focuses on the role of women in the community. Through our partners, we support women and girls with training and education, which brings dignity and equality to their role and adds a new dynamic to the whole community.

Believing that everyone is equal in the sight of God, we see that every prayer, every action, every gift brings hope as we stand together with our brothers and sisters of all faiths and none, in pursuit of our vision of a world without poverty. We would like to express our sincere thanks to all who continue to support the work of Christian Aid Ireland in any way.

CHURCH MISSION SOCIETY IRELAND (CMSI)

CMS Ireland has enjoyed long standing relationships with the parishes of Dublin and Glendalough, and we continue to foster links between them and our global partners.

In January Deirdre and Mark Zimmerman visited the CMSI office and spoke at a number of link parishes including Christ Church Parish, Taney to say farewell after 30 years' service in Nepal before re-locating to the USA. In spring of this year CMSI, working together with the Council for Mission, were delighted to host the Rev Arsène Mafurebe from Gitega Diocese in Burundi. His first weekend saw him take part in a confirmation service at Castleknock parish with Archbishop Michael Jackson, renewing a connection made in 2018 when the Archbishop travelled to Burundi with CMSI on a partner visit. He was then able to spend time in many parishes, the centres for mission and attend general synod.

A strong link continues between Kill O' The Grange Parish and the Diocese of Yei in South Sudan, where the Yei Coffee Project is currently being supported, and a new link with Athy Union of Parishes is currently being explored.

We want to thank the parishes of Dublin and Glendalough for their continued support.

FIELDS OF LIFE

Hope is a word that means many things to different people. For some, it conjures thoughts of achieving ambitious dreams, or for those of us who have faith, we may think of a future day when all pain will cease. For many of the children we serve in East Africa, hope can simply mean hope for a plate of food, hope for clean water, or even hope for safety. Recently in Uganda, I met a 12-year-old girl who had tragically lost her mother and had then been chased out of her home with an axe by her mentally-ill father. As I sat in front of her in tears, she thanked me for the hope that had been given to her - hope to have a safe home, hope to go to school, and hope in God, who would always love her and never leave her. Humbled, it reminded me of everything I take for granted. This is the very essence of who Fields of Life

are - building hope for the future. Teaching resilience, aiding growth, and bringing a transformation to the lives of children and young people we serve. We believe every child deserves the opportunity to thrive. Through programmes that nurture excellence, open doors to opportunity, ensure safety, and empower the next generation, your support and prayers are laying the groundwork for a brighter tomorrow. We are so grateful to God for your generosity and dedication in shaping a future filled with promise for these children. We could not do this without you! With heartfelt thanks

INTERCONTINENTAL CHURCH SOCIETY (ICS)

ICS is an Anglican mission agency. We have 48 Mission Partners in 19 Countries over 4 Continents involved in Chaplaincies, Church Planting, Outreach and Church Leadership. Our ambition is to help people find Jesus and we seek to share the good news of Christ with English-speaking people (of which there are around 1.5 billion worldwide). English is a gateway language, for many it is not their first language, but it is a common language, and the church a place of welcome.

ICS partners serve in new and long-established congregations in Europe, North Africa, South America, the South Atlantic and Southeast Asia. We also offer Short-term Mission in holiday destinations in Europe and the Mediterranean.

Let me tell you about something that happened in Turkey. In Izmir James Buxton our mission partner organised a church fete. The normal sort of event you would recognise. They were expecting a good number of expats and church members along. What he did not expect was for it to be advertised online and for hundreds of Turkish people, young and old to turn up. The que went down the path, around the corner and down the road. It took 11 minutes to walk past all the people patiently waiting to get in. Once in, they wanted to look around, find out more about the church, and received a bible in Turkish, Remarkably, they sat quietly and started to read it in the pews. I have pictures of young people enjoying the opportunity to read the word of God, many for the first time I would suspect. The church stopped counting after giving away over 800 bibles!

I cannot imagine how those who had arranged the catering coped with this amazing influx. What it does illustrate, what we already know, people are interested in Jesus and want to find out more in a supportive, welcoming environment.

If you go to our website, you can see picture from Izmir as well as other stories about our ministry. ICS produce regular videos and updates from our Mission Partners, that you can view on our YouTube channel, https://www.youtube.com/channel/UCZYWGhxyFI-l8ndalHDH_vg

Thank you for your prayers, interest, and support. If you want to know more do contact me.

Revd Canon Richard Bromley MA
ICS Mission Director.

To find out more go to www.ics-uk.org or contact me on rbromley@ics-uk.org or on 07772496029.

<https://www.facebook.com/IntercontinentalChurchSociety/>

DUBLIN & GLENDALOUGH MOTHERS' UNION

The Mothers' Union Theme for 2024 is “**TRANSFORMATION – NOW!**”. During the past year I have visited many of our MU Branches and have been delighted to meet with the members sharing hope and encouragement as they go about helping others.

The Mothers' Union Annual Festival Service was held on Thursday 14th September 2023, in St Andrew's Church, Malahide. Our Chaplain, Rev Canon Leonard Ruddock, conducted the service. Archbishop Jackson celebrated and Rev Colin McConaghie preached a very challenging sermon assisted by the analogy of the Herd Mentality Game. Members are empowered through placing their faith in action. Mothers' Union stands on its own, as, through the decades, Mothers' Union has consistently taken a stand on the social issues of the day.

16 Days of Activism against Gender-based Violence

Annually, during the 16 Days of Activism against Gender-based Violence, November 25th to the 10th December, we aim to increase awareness of Domestic Abuse and Gender Based Violence. In 2023 we hosted a Prayer Walk in the Pheonix Park, led by Rev Kevin Ronné, Rector of Raheny and Rev Nathasha Quinn-Thomas, curate of Castleknock & Mulhuddart with Clonsilla.

RISE UP: Mothers' Union Changing the Story on Domestic Abuse

The Mothers' Union has a history of speaking out and campaigning on important issues affecting women worldwide such as gender violence and inequality and oppression. All over the world, Mothers' Union groups are working together to address, and ultimately eradicate, the issue.

Two highly impactful and engaging conferences here in Ireland included the launch of the MU RISE UP Challenge.

The central tenant of the Mothers' Union RISE UP Challenge is the Bronze, Silver Gold Award Scheme.

With three simple steps your parish can achieve the Bronze award

1. **Put a RISE UP poster** raising awareness about domestic abuse in an appropriate public space such as in churches, toilets, community centres, medical centres etc.
2. **Commit to pray** for those affected by domestic abuse, including the victims, survivors, perpetrators and those who work in the field of domestic abuse.
3. **Make a connection with the local domestic abuse support organisation** to see how one can support them.

The Annual Spring Gathering was held on Saturday 2nd March 2024, at the Springfield Hotel, Leixlip. It was well attended by MU Members. These occasions are great opportunities to socialise, meet friends and reconnect. In expanding our thoughts surrounding social issues of today we hosted speakers from local domestic abuse services with Cristina Santa Maria from Aoibhneas Refuge, North Side and Sandra Whelan from Sonas Refuge, Blanchardstown.

In a new venture MU took part in **Thy Kingdom Come. TKC** is a worldwide prayer movement that happens each year between Ascension Day and Pentecost Sunday. At the heart of Thy Kingdom Come is a focus to 'Pray for five'. It is an invitation to bring five people before God – family, friends, neighbours or colleagues Members were invited to 'Pray for Five, Invite One'. So, as well as an encouragement to pray, MU used this opportunity to invite one individual each to a Mothers' Union event in 2024.

International Widow's Day was celebrated on Sunday 23rd June 2024. The service is available to view on the Mothers' Union All Ireland YouTube channel. It was conducted by Archdeacon Stephen McBride. June Butler, Provisional President, spoke to the congregation, focusing on the need for everyone in our world to demonstrate hope, kindness and friendship.

Monthly Holy Communion Services are held in Christ Church Cathedral are on the first Thursday of each month, In-Person and via Live Stream. Members around the Dioceses come to worship together and pray for the work of the Mothers' Union in our Dioceses and Worldwide. Refreshments are served in the Chapter House after the service providing an opportunity for fellowship.

Knitting: Members continue to knit and sew for the various projects with the Hospitals, the Homeless and Refuges. This year we also contributed knitting to Mendicity, Seafarers and Direct Provision Services.

Mothers' Union Annual Appeal: The Christmas Appeal to support several crèches in disadvantaged areas and the women's refuges was once again a huge success.

Members were asked for specific presents for the children's creche, and personal care items for the women's refuges.

'Away From It All' funding is a valuable support, in the form of vouchers, distributed through the clergy in Parishes with a MU Branch to support families at Christmas. Our thanks to the clergy for their assistance in distributing the vouchers.

You can keep up to date with Mothers' Union, Dublin & Glendalough activities via our Website and Facebook page. This also provides links to Mary Sumner House and All Ireland Mothers' Union websites. (Ada Lawson)

SOUTH AMERICAN MISSION SOCIETY (SAMS) IRELAND

In 2023, SAMS Ireland made further strides in its mission to support and partner with churches across South America and Ireland, focusing on Argentina, Chile, Bolivia, Paraguay, Uruguay, and Peru. The year was marked by continued efforts to strengthen relationships and advance the Gospel through both practical and spiritual means.

A notable highlight was the relocation of the annual Friday Night Live event to Annaghmore Parish. This move enhanced collaboration and connection with South American mission partners, including the attendance of Chilean Church leaders. The event was a success, underscoring SAMS Ireland's dedication to its international partnerships. The Mission Director's visits to Peru, Bolivia, and Chile in early 2023 were also crucial. These trips helped reestablish vital links disrupted by the pandemic and underscored the importance of personal interaction in mission work.

In the FUSION Volunteer Program, SAMS bid farewell to a volunteer from Paraguay and welcomed a new volunteer from Chile in Lisburn. This exchange continued to build bridges between the Church of Ireland and overseas churches. Another key achievement was the Mission Development Officer's role in formation of an Indigenous Church Network in South America, which aims to empower local communities and promote collaborative leadership.

SAMS Ireland further supported church education through a partnership with the church in Peru to develop Spanish Sunday school resources. This initiative enriched educational opportunities for church communities. Additionally, SAMS prepared an Irish Volunteer from Co. Monaghan for her upcoming service in Paraguay, facilitating ongoing support and resource exchange between Ireland and South America.

The society extends heartfelt thanks to all contributors to its mission in 2023. Special recognition was given to Bishop Andrew Forster for his decade of service as Chairperson and a warm welcome to his successor, Rev. Peter Jones. SAMS Ireland is thankful for the wonderful generosity of donors and appreciates the diligent

efforts of its volunteers, staff, and council members, whose dedication remains crucial to the society's ongoing success.

SUPPORT FOR AFGHAN FURTHER EDUCATION (SAFE)

The SAFE project for 2024 is to build a security wall and playground around the Mirazar School which was opened in 2008 by the late chairperson Terry O'Malley. The school is in the Wardak Province and is in an isolated area; the girls were particularly nervous to go out and play at break time, which is why the headmaster asked the Afghan NGO (CAWC) to inquire if SAFE would help the school again by funding this security wall. Hopefully, once the wall is finished, a female member of staff could be employed.

I had a fundraiser at home in March and also applied to SHARP (Staff of the Cork and Kerry Association for the Relief of Poverty), who kindly helped with part funding the school well in 2022 and with the Mirazar Clinic also part funded by SAFE in c2009. With SAFE and SHARP funds, we were able to tell the local NGO to start building while the weather was good.

From the reports and photographs the wall is now half built, and myself and the other trustees are applying for more funding to complete the project and hopefully add a playground within the school grounds.

So far, since Terry O'Malley died in December 2021, we have managed a vital project every year in Afghanistan and have also continued small education projects for second and third level Afghan students.

Pat O'Malley (chairperson SAFE)

THE MISSION TO SEAFARERS

The Mission to Seafarers Ireland provides pastoral care for seafarers of all nationalities, ranks and beliefs at the Seafarers' Centre Alexandra Road Dublin. 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 the Seafarers' Centre, provided by Dublin Port, in 2016.

Here the seafarer can enjoy time away from the ship, use Wi-Fi 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 ship.

The Centre is accessible 24/7 with the lobby area providing seating and a Wi-Fi signal Rev Willie Black – Honorary Port Chaplain – leads a team of volunteers, Noeleen Hogan is the Centre Coordinator and Mary Dillon is the Ships Visitor.

We depend – more than ever - 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 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. The simple gift of a Woolie Hat (often donated by knitting groups) is welcomed by the seafarers who come from colder climates.

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 L 086 1503747

Mary Dillon, Mission to Seafarers Ships Visitor, 087 9574476

Mission to Seafarers Ireland, Alexandra Road, Dublin Port. Dublin 1 DO1 KT32

OTHER SOCIAL ACTION OUTREACH INITIATIVES

PACT

It is with great pleasure that I, on behalf of the Board of Directors of *Pact*, present the Annual Directors' Report and Financial Statements for 2023. It continues to be a privilege to be part of an organisation that makes such a difference to so many.

Once again, it is worth noting that *Pact* received a clean audit for the previous financial year, with no issues or clarifications arising.

Annual core funding is welcomed from Tusla/Child and Family Agency (CFA) enabling high quality service delivery to families seeking an adoption assessment service.

2023 saw a further expansion of this service from thirty-one Assessments across all categories in 2021, to sixty-seven in 2022. *Pact* worked on ninety-six Assessments were worked on in 2023. Fifty-one were presented to the Area Committees

(ACS) and a further three which were ready to be presented were deferred until January 2024, due to capacity issues at the ACS.

The main growth of assessments has been in the stepparent category which absorbs considerable resources. These assessments are often complicated and quite lengthy (and unlikely to be completed within the current year.) Funding necessarily increased in line with the expanded serviced to €657,864 which supports ongoing strategic development and productivity. All income and expenditure are shown in the comprehensive financial statements included in this report, which also illustrate the value for money achieved by investment in *Pact*.

Pact is truly grateful for donations which continue to be received from friends of *Pact*, and once again, I wish to offer sincerest thanks to those benefactors, many of you have continued to donate over a long period of time. Please be assured that your donation is greatly appreciated, never taken for granted and put to good use.

It was with great pleasure that last May we had a belated 70th Anniversary of the establishment of **Pact** at which we used the occasion to launch our new Strategic plan. It was with pleasure we welcomed old friends to join us for the evening. Our grateful thanks go to Bernie Hyland for all the work she put into the preparing and publishing of the document, which the board will continue to use to ensure the goals and standards set out in the strategic for **Pact** are maintained.

We are also grateful to both Robbie O'Neill and Dianne Morris, who on the evening shared their journeys as both adoptee and adopter. Also, to Denis Poynton, an old friend of **Pact**, who recorded the event so well on camera, thank you. A great night captured so well.

Pursuant to its GDPR/quality service agenda, **Pact** introduced the provision of work mobile phones for all Ad hoc social workers. This not only facilitates a clear work-life balance it also promotes greater levels of privacy.

Governance - beyond finance: Maintaining a safe work environment remains a priority for the Board and Health and Safety processes are managed accordingly. Similarly, GDPR occupies a prominent place of importance for the Board and staff, as does the whole range of regulatory and best practice guidelines which underpin a high performing organisation. To this end, the Board, annually, or biennially, as required, reviews all its policies and procedures and updates in accordance with current demands for quality and best practice.

Change - including among staff, is an inescapable fact of life in business. Naomi Roche, who took up post in November 2022 as the new PSW, grew into her role in 2023, bringing her own inclusive style of management to **Pact**. With many years of experience as a practicing social worker, Naomi has had an enriching effect within the agency.

In this vein of giving due recognition, I would like to offer thanks to Carmel Foley who joined the Board during 2023. Carmel has quickly become a valued new member, rich in knowledge and experience, Carmel has managed to fit seamlessly in with her colleagues. Thanks too, to Bernie Hyland who happily took on the role of Vice Chair following this year's AGM. Bernie is very proactive and has proven skills in driving a development agenda. Ian Mullen, Treasurer, continues to remain vigilant, astute, and supportive in the treasury role, and Robbie O'Neill, who occupies the important role of Secretary.

The above-mentioned and all board members play an important role in maintaining the highest standards of governance in **Pact** and are dedicated to

supporting staff and service users for the best outcomes. Thank you all for your ongoing support.

Ad hoc (Assessment) social workers are an important and valued component of **Pact** personnel. The fieldwork undertaken by them is central to **Pact's** success and good reputation. In 2023 **Pact** engaged the services of 17 regionally based ad-hoc social workers, some of whom have been working with **Pact** for many years and this reflects in the high calibre of work undertaken by the agency.



For best strategic effect, **Pact** continues to appoint ad-hoc (Assessment) social workers in areas of high demand. Two additional administrators were taken on to support the expanded social work team. The role of the Senior Practitioner Social Worker implemented in 2002 continues to add capacity and is invaluable.

Recruitment of administrative staff in the first half of the year proved to be quite extraordinarily painstaking and time-consuming. An unfortunate side effect of full employment, success finally dawned in July. Thankfully **Pact** itself is now in full employment.

Reporting: This report aims to provide an accurate and transparent account of Pads activities and associated income and expenditure for the year 2023. I hope you enjoy reading about our work and agree that 2023 was indeed a good year for the agency and for service users.

In closing I would like to thank the administrative team in **Pact**. Your input into our annual Programme of work and support provided by you to service users and the social work team, as well as your diligence in the face of copious levels of reporting, cannot be overstated.

I look forward with my colleagues on the Board to leading **Pact** in 2024 and to maintaining collegiate relationships with our statutory partners.

Claire Missen - Chairperson

Delivering a Quality Focused National Adoption Assessment Service

Pact as an independent Adoption Assessment Agency is dedicated to the delivery of a quality service, which is confidential, respectful, and timely and undertaken in accordance with the standards for compliance set out by Tusla/CFA, the Adoption

Authority, and the Charities' Regulator.

Aware of the impact of its role on the lives of those entering the adoption process, and their extended families and. that the assessment process is necessarily invasive and personal, Pact strives to undertake its duties in a sensitive, efficient, and professional manner.

To maximise privacy, the minimum number of staff necessary to expedite the process efficiently will be involved in each assessment. Assessments are assigned to social workers on a geographic basis, along with a dedicated administrator who will service the case from allocation through to closure and return of file to Tusla.

Each assessment is overseen by the PSW or Senior Practitioner Social Worker, both of whom provide ongoing role support throughout the assessment to the assessing social worker.

2023 was the first year since 2020 that direct service delivery was un-interrupted by the effects of the Covid-19 pandemic.

Accreditation

Pact remains as an accredited agency for adoption assessment services with the Adoption Authority of Ireland (AAI,) and undertakes its work in line with the requirements of this accreditation.

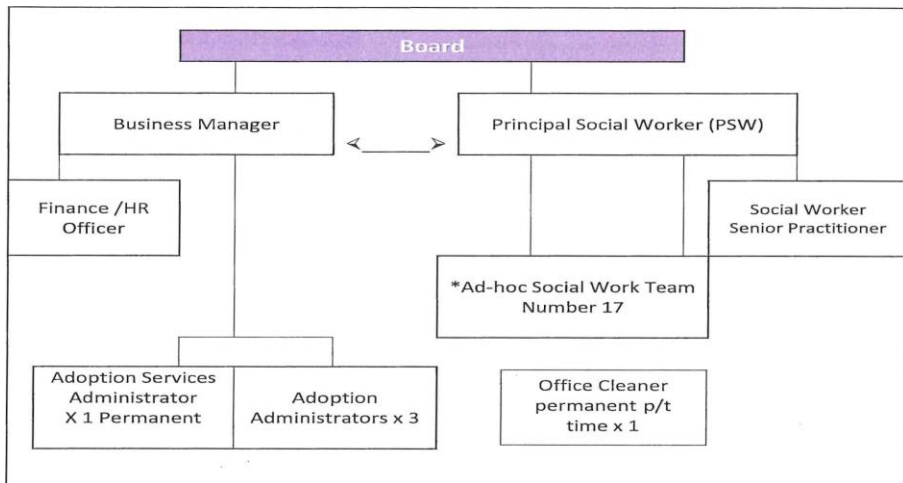
Governance

Pact is headed by a volunteer Board of Trustees whose governing document is its Constitution, duly filed in the Companies and Charity Registration Offices.

Core Stats for 2023

- No of Adoption Assessments worked on in 2023: **96**
- No. of Assessments completed to Area Committees: **49**
- No. of Declarations of Eligibility and Suitability issued: **44**
- No. of Assessments deferred or withdrawn: **18**

Organizational Chart 2023



*Recruited on geographic lines to meet demand

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

Established in 1828 and formerly known as the Protestant Orphan Society our remit is wider than some may consider. The assistance provided can be used towards living expenses, e.g. child minding, transport, and education expenses such as school fees, uniform costs or educational courses or trips. The Board of POS Children's and Young Adults' Education Fund (POSCAYAEF) would ask you to make a parent/guardian aware of the existence of the fund should you believe, we can provide assistance. The basic features of the scheme are summarised below.

POSCAYAEF 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 minimize the disadvantage that can arise on the death of a parent. **Grants are available for children, where at least one parent has died and either parent was/is a Protestant**. The Fund operates primarily in the Dublin & Glendalough diocese, on an academic year basis and payments are made monthly.

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 POSCAYAEF tends to continue assistance up to completion of a primary third level qualification.** 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 recent years, we have been able to provide additional support via the Avril Watters Music Bursary, which makes small awards to students who are pursuing various music studies.

POSCAYAEF currently supports 66 young children, secondary and third level students. Grant levels generally run from €1,300 to €2,500 per annum, the maximum amount for a third level student living away from home.

We like to keep ongoing contact with all our families and the individual adult students to know a little of how they are progressing. This is an important source of information as it helps to ensure our policies are relevant to the lives of families and their educational needs, in keeping with developments of society in general.

The Meath Trust, a separate fund, provides an annual grant to children who are not orphans. Grants vary in amount between €200 and €750 and, occasionally, a slightly higher figure due to particular circumstances. **The students are either attending secondary schools or third level colleges.** Families and students are likely to be in receipt of the full SEC or SUSI Grant, where applicable. Twenty-three children/students are currently in receipt of grants.

Introductions to POSCAYAEF come primarily from Church of Ireland Rectors or Clergy of other Protestant churches. Enquiries are welcome from any source and further information, on eligibility or generally, can be obtained from the office by letter, telephone or email.

Last year we said the Board was actively pursuing ways to widen its remit. We are pleased to advise that following the approval of the Charities Regulator, The Dublin Boys' Home and Harding Technical School, more familiarly known as the Harding Trust, formed in 1888 has merged with POS Children's Education Fund, originally formed in 1828 as the Protestant Orphan Society. This merger took effect from 28 September 2023 and brings together two charities with very similar objectives. The enlarged charity will be in a position to administer more efficiently the activities of both.

To reflect its wider remit the name of the fund has, with the consent of the Charities Regulator and the Companies Registration Office, changed to **POS Children's and Young Adults' Education Fund.** The enlarged entity retains its charitable status.

Two former Governors of the Harding Trust, Mr. Mark Sweetnam and Ms. Arlene Brislane have joined the Board of POS Children's and Young Adults' Education Fund.

The **Harding Trust** provides grants to assist a young adult of limited means towards meeting the cost of a course of education or further education or the cost of maintenance while attending such a course. No one shall be excluded from receipt of grants because of his or her religion. Requests for assistance will be considered from anywhere in Ireland.

Contact: Clive Christie, Administrator

POS CHILDREN'S AND YOUNG ADULT'S EDUCATION FUND, The Church Cottage, Kiltarnan Parish Church of Ireland, Enniskerry Road, Dublin 18

Tel. 087 978 9598

Email – cefadmin@POSCEF.org

Website – www.POScef.org

Protestant Aid

2023 – Family struggles result in a record number of General Grant applications.

Many families struggled again during 2023 as soaring inflation continued to hurt those on low incomes. Need was again reflected in our General Grant giving with a substantial increase of **14%** in application numbers (on top of last year's **22%** increase) and a **11%** increase in expenditure for this programme alone. Emergency Vouchers were also distributed at Christmas to assist those at that challenging time of year. Protestant Aid continues to work in partnership with the much-valued support of Clergy, distributing grant aid annually through our various programmes within the Republic of Ireland. We are very thankful to the clergy of this diocese who play a vital role in submitting the applications on behalf of parishioners – their support has been invaluable. Another vital part of the equation are our donors who give generously year after year, many of whom now donate online at www.protestantaid.org or by standing order. We are so grateful for this practical support.

General Grants:

This programme is about giving financial assistance to individuals or families at a time of particular financial need. During 2023 there was a **14%** increase in the number of applications received, with grants of almost €600,000 being made – an **11% increase** on 2022. As always, treating all calls for help equally, regardless of religious, ethnic or social backgrounds. We are very grateful to Clergy of the diocese 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. This help gives comfort to many people annually, each with the certainly knowledge of help arriving during the coldest periods of the year.

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. As with Heating Annuities, this regular assistance gives great comfort to the recipients and removes much potential financial stress.

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 – 202A Merrion Road – Dublin 4 – D04 R9W8

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

Kirwan House - 2023

Registered Charity No: 20000912

The objectives of Kirwan House continue under the administrative umbrella of Protestant Aid. The Board of Governors met in June to agree support grants for families covering 64 students – the total value of grants issued exceeded the previous year by 34%. The streamlined application process and synergies associated with the Protestant Aid serve the applicants well, with Kirwan House maintaining its unique identity as Irelands oldest charity, having been established in 1791. Application Forms for education grants are available in April of each year and can be requested from **Geoff Scargill - Kirwan House c/o 202A Merrion Road, Dublin 4, D04 R9W8. Tel: 01 668 4298 Email: info@kirwanhouse.com Website: www.kirwanhouse.com**

**COUNCIL’S RECOMMENDATIONS to the
REPRESENTATIVE CHURCH BODY
2023/2024**

Recommendations – Churches

Balbriggan: A recommendation to enter into a Lease Agreement for a site in the Churchyard, at the rear of the Church, to erect a temporary building, to use as a family resource centre, for an initial period of 4 year’s 9 months, with an option to renew for a further period of 20 years, subject to the RCB drawing up an appropriate agreement which protects the parish’s rights.

Crumlin: A recommendation to the licensing of the Parish Hall, while the Lessees are renovating Old St Mary’s Church.

Donabate: A recommendation for the draw down of funds from the sale of the Glebeland towards the cost of electrical works to the St Patrick’s Church.

Donnybrook: A recommendation for the draw down of funds from the sale of Donnybrook Church towards the cost of works to St Matthew’s Church, Irishtown.

Leeson Park: A recommendation to the letting of Christ Church for a further year as from 1 February.

Leeson Park: A recommendation for the sale of Christ Church, at a price in accordance with a professional valuation.

Powerscourt: A recommendation for the Creation of a “Community Nest”, a new worship space and outreach facility in the Churchyard, in accordance with the initial drawings received.

St Stephen: A recommendation to license St Stephen’s Church, Mount Street Crescent, Dublin 2 to Roman Orthodox Church for 6 months, on Sundays, vacating the church by 9.00am on the first Sunday of the month and 11.00am on other Sundays and the use of church on feast days and festivals on weekday mornings, provided the Parish Office is informed of which weekday dates the Licensee requires and an approximate time of their departure, with the normal Licence Agreement being in place.

Recommendations – Ecclesiastical Residences & Glebe Lands

Crumlin: A recommendation to the licensing of the Parish Hall to Hope Christian Fellowship.

Donabate: A recommendation for the drawdown from funds from the sale of the Glebeland, towards the cost of insulation works to the Glebe Cottage.

Dun Laoghaire: A recommendation that the occupation of the Rectory by way of a lease for 3/4 months/Caretaker's Agreement.

Greystones: A recommendation of the plans for the alteration of the kitchen in the Parish Hall and the creation of a sensory garden adjacent to the Parish Hall.

Monkstown: A recommendation of the following: -

(a) The sale of the rectory "Winton Lodge", 62 Monkstown Road, Monkstown, Co Dublin, at a price in accordance with a professional valuation.

(b) The allocation of the proceeds arising from the sale of the rectory "Winton Lodge", 62 Monkstown Road, Monkstown, Co Dublin towards the cost of the purchase of a suitable Glebe.

Narraghmore: A recommendation for the sale of The Rectory, Timolin, at a price, in accordance with a professional valuation, with the proceeds being invested, until they are required to purchase a new Glebe for a new rector.

St George & St Thomas: A recommendation that an identified family occupy the rectory under a Caretaker's Agreement.

Tallaght: A recommendation that a portion of the Parish Centre, Main Street, Tallaght Village, Dublin 24 be leased, for 4 year's 9 months, under terms and conditions to be negotiated, to use for a range of supported/independent living activities, as part of adult day care services.

Whitechurch: the vesting of the former School & Teacher's Residence.

Other Matters

Charity Regulator: A request for information on a voluntary basis was received from the Charity Regulator (Compliance Concerns Manager) as concerns had been raised with it regarding the property Coram Deo in Rathmines parish. A response was made to the Charity Regulator and no further correspondence has been received.

Delegation of Powers to the Glebes, Property & Finance Sub-Committee: A recommendation that there should not be a delegation of powers and if there was an urgent matter that needed Diocesan Council approval a remote meeting could be called.

Diocesan Designated Liaison Person (Safeguarding): It has been felt that there hasn't been the required expertise at Parish level and therefore this role is being explored and will be required to be created to give that expertise. The parish panels will remain and will have significant work in the management of records, recruitment and ensuring vetting and training has been undertaken in each parish as well as the audit process.

Dignitary Payments: These payments were discussed in the context of the enactment of Section 58 of the Charities Amendments Bill (2023). In future dignitary payments will only be paid on receipt of vouched expenditure.

Diversity and Inclusion: A recommendation to write to all parishes to seek ideas as to how to make their church more welcoming. It was suggested that the concerning issue of rising antisemitism be included in the approach of the Primate's Ethnic Diversity, Inclusion and Racial Justice Reference Group, which is seeking to communicate a strong message of Christian welcome and support to all.

Graveyard Fees: Revised schedule of graveyard fees, Columbariums, or plots in Memorial Gardens from Castleknock, Mulhuddart with Clonsilla, were approved.

MindMatters: A further stress course was organised for all Clergy of these United Dioceses in the Louis Fitzgerald Hotel, Newlands Cross in April. The programme for the course included Mental Health and Suicidality.

Killiney (Ballybrack)/Killiney Holy Trinity: A recommendation to the RCB for the proposed grouping of the parishes of Killiney (Ballybrack) and Killiney, Holy Trinity and that they would fund the provision of new accommodation for a rector on a 50/50 basis. This is ongoing.

Quorum for Diocesan Councils meetings:

The following amendment was agreed:

That on the proposal of Rev Canon GV Wharton and seconded by Rev Canon PI Arbuthnot the following be substituted, with immediate effect, for Byelaw 8: "A quorum of the Diocesan Councils shall consist of one-half plus one of the members of the Councils."

Rathmines Election of Diocesan Synod Representatives: Permission was given to Rathmines Parish to hold a special Easter Vestry meeting for the election of additional Synod Members and Supplemental Synod members.

Resignation of Governance Monitor: A letter of resignation has been received from the Governance Monitor.

Retiring members of Councils: Mr David Caird, Mr Alan Mulligan, Mr Douglas Appleyard and Mr Arthur Vincent were thanked for their long service on Diocesan Councils. Mr Caird had served on Councils since 1991.

Staff: Ms Krupali Shah has joined the staff of the Diocesan Office. She will work an initial 6 month probationary period.

Special Synod: A Special Synod was held in St Patrick's Church and Parish Centre on 30 April 2024. Rev Suzanne Harris was elected as Clerical Hon. Secretary for the Diocese of Glendalough in replacement of Rev Brian O'Reilly who resigned as Clerical Hon. Secretary.

St George & St Thomas: Further explorations have been undertaken regarding potential types of ministry/parish partnerships with no proposals/financial plan received.

Vacancy Commission and Quinquennial Inspection Reports: Reports were received on the rectories of Bray, Delgany, Killiney (Ballybrack) and Killiney, Holy Trinity. The work on Bray rectory has been completed.

THE BISHOPS' APPEAL

Set out below are the totals received from parishes within the Dioceses by the RCB (including emergency and special appeals) in 2023 and notified to the Dioceses:

Dublin

Blackrock	€3,752.12	
Boosterstown	€3,090	
Bray	€ 454	
Castleknock, Mulhuddart with Clonsilla	€3,825.50	
Chapelizod	€ 530	
Christ Church Cathedral	€ 95	
Clontarf	€2,364.50	
Crinken (St James)	€1,640.40	
Crumlin	€ 575	
Dalkey	€2,958	
Drumcondra	€ 150	
Dun Laoghaire	€1,726	
Glasnevin	€ 260	
Glenageary	€4,583.85	
Holmpatrick	€ 945	
Holy Trinity, Rathmines	€2,950	
Howth	€1,845	
Irishtown	€ 300	
Kenure	€ 580	
Killiney (Ballybrack)	€1,000	
Killiney, Holy Trinity	€3,384.90	
Kill O'The Grange	€1,200	
Kilternan	€ 310	
Malahide	€4,245	
Monkstown	€3,550.60	
Mount Merrion	€1,033	
Raheny	€ 940	
Rathfarnham	€4,298	
Sandymount	€ 807.50	
Santry	€ 961	
St Ann & St Stephen	€ 792.50	
Stillorgan	€1,605	
Tullow	€2,300	
Whitechurch	€ 337	€59,388.87

Glendalough

Arklow	€ 810.50	
Athy Union	€2,520	
Blessington	€ 90	
Calary	€3,535	
Celbridge & Straffan with Newcastle		
Lyons	€1,552	
Delgany	€4,305.55	
Donoughmore and Donard	€ 530	
Greystones	€2,918	
Inch	€ 275	
Leixlip	€1,250	
Newcastle & Newtownmountkennedy	€1,278.10	
Timolin	€ 321	€19,385.15

Total from parishes

€78,774.02

Other donations

Individual donations	€ 1,050
Mageough	€ 1,630

Total donations

€81,454.02

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 4125625.**

Dioceses of Dublin and Glendalough

Charity No. CHY 7249

Financial statements

Year ended 31 December 2023

Dioceses of Dublin and Glendalough

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Dioceses of Dublin and Glendalough

Joint Diocesan Councils’ report

The Joint Diocesan Councils present their annual report together with the financial statements of The United Dioceses of Dublin and Glendalough (‘the Dioceses’) for the year ended 31 December 2023.

Principal activities

The United Dioceses of Dublin & Glendalough is one of 11 dioceses of the Church of Ireland. The Dioceses encompass both urban and rural areas in Dublin, Wicklow and part of Kildare and this is reflected in the broad range of parishes and worshiping communities. The activities of the Dioceses are regulated by the Diocesan Synods and where relevant, by the General Synod of the Church of Ireland. These activities consist of the administration of stipends, other provisions under rules determined by the Diocesan Synods 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.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The provisions relating to the *Constitution of the Church of Ireland* (‘the Constitution’) lays down the requirement on Diocesan Synods to enact business for the specific dioceses.

The Diocesan Synods are responsible for the overall administration of the Dioceses, under the Archbishop, which meets once a year. Delegates to the Diocesan Synods are all serving Clergy, plus three elected lay persons from each parish/group of parishes, (in line with Chapter 2, Part 1 of the Constitution of the Church of Ireland), plus additional members that can be elected under sections 10 and 11 of Chapter 2 of the Constitution of the Church of Ireland. Each diocesan synod spans a period of three years and each three years the Diocesan Synods are required to elect members of the Diocesan Councils which have responsibility for the overall management of the United Dioceses under the chairmanship of the Archbishop, or, in his absence, his appointee. The Bill Number 1 of the 2022 Diocesan Synods entitled “Bill to make provision for the membership, duties, functions and powers of the Diocesan Councils of Dublin and Glendalough” passed at Diocesan Synod on 4th October 2022 and requires the Councils hold at least six meetings during the year.

Dioceses of Dublin and Glendalough

Joint Diocesan Councils' report (continued)

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

The implementation of the Bill as an Act of the Diocesan Synods came into effect from 3rd October 2023 and changed the structures and formation of the various committees of Diocesan Synods and Diocesan Councils.

The Diocesan Councils elect a Mission Sub-Committee, a Glebes, Property and Finance Committee, and an Audit and Risk Committee. The RCB is the body with whom the vast majority of churches/cathedral and other parish properties are vested.

In the United Dioceses of Dublin and Glendalough there are 59 cures including Christ Church Cathedral, which is the Diocesan Cathedral, and Saint Patrick's Cathedral which also sits within diocesan boundaries but is the National Cathedral of the Church of Ireland. There are 74 parishes with 103 active churches. There are 58 stipendiary clergy, 1 self-supporting ministers and 17 other licensed clergy giving a total of 76 licensed clergy for these United Dioceses and 48 licensed Lay Ministry/Readership, with five vacant parishes at year end.

Day to day administration for the Dioceses is carried out from the Administrative Office for the United Dioceses at Church of Ireland House, Church Avenue, Rathmines, Dublin 6. A Diocesan Secretary is employed with contractual administrative and financial services retained to:

- provide the necessary secretarial services for the Diocesan Synods, the Diocesan Councils, and the various committees of both;
- prepare annual assessments for parishes to meet costs of clerical stipends, allowances and ongoing-costs, central levies and other liabilities to the Dioceses and manage monthly direct debit collection of same;
- manage income and expenditure and prepare accounts for audit; and
- ensure activities are in compliance with Charities Regulation.

Dioceses of Dublin and Glendalough

Joint Diocesan Councils’ report (continued)

OBJECTIVES AND ACTIVITIES

The primary function of the Dioceses is to support the advancement of the Christian religion by promoting the whole mission of the Church, pastoral, evangelistic, social and ecumenical. Being open to and engaging with society as a whole and offering support for those needing help is fundamental to the practical delivery of the benefits of Christianity.

The Dioceses is committed to carrying out the work detailed in its Mission Plan which clearly sets out the United Dioceses aspirations for the year ahead, duly costed where appropriate, and to facilitate mission in all aspects of Diocesan life.

- *Missio Dei* – It is God who has a mission to turn the hearts of the children back to the Father and we are seeking to catch him at work and join in...
- “...which faith the Church is called upon to proclaim afresh in each generation”
Book of Common Prayer 2004
- We want every aspect of our approach to mission to be rooted in the discipline of prayerful discernment and listening.

Diocesan Councils met nine times during the year 2023 and the Glebes & Finance Committee also met five times. Following an Act of Diocesan Synod, the Diocesan committee structures were changed and new committees called the Glebes, Property and Finance Sub-Committee, the Audit & Risk Sub-Committee and the Mission Sub-Committee were formed and met in early 2024.

Dioceses of Dublin and Glendalough

Joint Diocesan Councils' report (continued)

OBJECTIVES AND ACTIVITIES (CONTINUED)

The Diocesan Synod took place in person in Taney Parish hall. The routine business items were effectively discharged and the appointment of the new Diocesan Secretary, Mr. Ian Walshe, was noted.

There was a gross shortfall in collection of parish assessments and other monies due of approximately €74,909 at the end of the year and it is anticipated to collect the majority of the outstanding monies in early 2024 with all parish assessments expected to be paid in full. Whilst the parishes are keeping up with current assessment payments, one parish remains in arrears for previous years assessments. This matter is kept under constant review with the Parish.

Aware of the financial demands on parishes and cognisant of the diocesan financial reserve surplus, which has accumulated over years, the Council recommended no increase in the Diocesan Obligations for 2023.

Provision of hospital chaplaincy continued to be funded by grants received from the HSE and St Vincent's Private Hospital.

Grants and Allocations totalling €166,385 were expended in 2023. These were allocated based on the Mission Plan for 2023 which was considered by Diocesan Councils in September 2022. Analysis of the Grants and Allocations is provided in Note 3(a) of the Financial Statements.

During 2023, institutions of four new incumbents took place. Four incumbents and one assistant priest resigned or retired and five new curates assistants were licensed.

Dioceses of Dublin and Glendalough

Joint Diocesan Councils' report (continued)

FINANCIAL REVIEW, RESULTS AND PERFORMANCE

The Statement of Financial Activities (SoFA) of the Dioceses of Dublin and Glendalough is shown on page 15 of the Financial Statements.

The SoFA for 2023 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 (excluding clergy stipends), investment income and other income which can be applied against general administrative functions of the Dioceses. Restricted Funds income and outgoings are those derived from income and expenditure relating to specific purposes.

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

Dioceses of Dublin and Glendalough

Joint Diocesan Councils' report (continued)

FINANCIAL REVIEW, RESULTS AND PERFORMANCE (CONTINUED)

- **Incoming resources**

Incoming resources for the year are €4,884k being made up of €894k unrestricted and €3,990k restricted. Total income shows an increase on the prior year of €422k (see note 2 of the Financial Statements).

Voluntary income of €4,285k is made up of assessments on parishes and other voluntary income and shows an increase of €421k on the prior year with many parish vacancies filled in late 2022 and 2023. Also the 2023/24 Shine A Light appeal to raise funds for the Diocese of Jerusalem was well supported.

Investment income of €110k includes interest on cash held in the RCB and has increased from €93k in the previous year.

Income from charitable activities at €296k shows a decrease of €13k on the prior year and is mainly attributable to reduced Care & Share contributions.

Other incoming resources at €168k show an increase of €35k mainly due to a larger VAT refund claim made on behalf of the diocesan parishes. Other receipts of €25k are made up of receipts from parishes in respect of vacancy and relief duty - contra expenditure is included under other parish payments.

Dioceses of Dublin and Glendalough

Joint Diocesan Councils' report (continued)

FINANCIAL REVIEW, RESULTS AND PERFORMANCE (CONTINUED)

- **Resources expended**

The expenditures for the year, summarised by function on the SoFA, are analysed by overhead category on page 22 (note 3 of the financial statements). Total resources used at €4,868k shows an increase of €570k on the prior year.

The cost of generating voluntary income for 2023 is €3,935k, an increase of €546k on the previous year. 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. The additional expenses are attributable to 9% increase in stipend payments plus higher salary and office costs.

The cost of charitable activities is €669k, €27k ahead of similar costs in 2022. These costs include grants and allocations of €104k, Priorities Fund donation of €62k, central and episcopal levies of €138k, costs relating to Diocesan Youth Ministry Development Officer of €57k and chaplaincy expenditure of €308k.

Other resources used of €239k shows an increase on the previous year of €51k. This increase was due to a larger amount of tax reclaimed under the VAT Compensation Scheme which was distributed to parishes in this category. Other parish payments of €25k relate to payments made in respect of vacancy and relief duty and sundry expenses on behalf of parishes.

The total of resources expended of €4,868k is made up of €3,988k which is chargeable against restricted funds and €880k against unrestricted funds.

Dioceses of Dublin and Glendalough

Joint Diocesan Councils' report (continued)

FINANCIAL REVIEW, RESULTS AND PERFORMANCE (CONTINUED)

- **Total Funds movement**

The SoFA shows a total surplus of €303k which is represented by an unrealised gain on revaluation of invested assets of €375k, excess of incoming resources over expended resources of €15k, adjustments to training reserves of €24k and the repayment of funds to St George and St Thomas parish.

GOING CONCERN

The financial statements have been prepared on a going concern basis, which the Joint Diocesan Councils believe, having reviewed the position carefully, to be appropriate in the circumstances of the Dioceses.

The Joint Diocesan Councils noted church attendances are stable. Attendances for Advent, Christmas and Easter services were encouraging with a majority of churches continuing to provide “church at home” services online, by email or other means. The return of church social activities was evident and met with dual objectives of extending parish reach whilst fund raising for the parishes and other good causes. Over the past two years, the joint Diocese has successfully appointed Rectors and Curates to a number of vacant parishes.

Assessment obligations are received in a timely manner from all parishes with one parish in discussions on payment of arrears.

The Joint Diocesan Councils have a reasonable expectation that the Dioceses has adequate resources to continue in operational existence for the foreseeable future. On that basis, they continue to adopt the going concern basis in preparing the financial statements.

Dioceses of Dublin and Glendalough

Joint Diocesan Councils' report (continued)

Financial review, results and performance (continued)

FUTURE DEVELOPMENTS

In accordance with the Financial Plan agreed by Diocesan Synod in 2013, a Diocesan Mission Plan is drawn up annually. The purpose of this Plan is to clearly set out the United Dioceses aspirations for the year ahead and budget accordingly. Diocesan Councils, at their December meeting, will make decisions where costs are involved on how such Mission can be incorporated within Diocesan budgets. This Mission Plan will be laid on the table at Synod, setting out the vision/mission of the United Dioceses for the coming year. The Mission Plan for the year commencing 1 January 2025 will be laid on the table at the 2024 Diocesan Synods and will be available on request from the Diocesan Office.

Relevant audit information

The trustees believe that they have taken all steps necessary to make themselves aware of any relevant audit information and have established that the Dioceses' auditor is aware of that information. In so far as they are aware, there is no relevant audit information of which the Dioceses' auditor is unaware.

On behalf of the Joint Diocesan Councils



L Byrne
*Lay Honorary Treasurer
Of Dublin Diocesan Council*



GP Richards
*Lay Honorary Treasurer
Of Glendalough Diocesan Council*

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



L Byrne
*Lay Honorary Treasurer
of Dublin Diocesan Council*



GP Richards
*Lay Honorary Treasurer
of Glendalough Diocesan Council*

Dioceses of Dublin and Glendalough

Independent Auditor’s Report to the Joint Diocesan Councils of Dublin and Glendalough

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 2023 set out on pages 15 to 26, which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. These 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 2023 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 the non-statutory 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Joint Diocesan Councils’ use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Independent Auditor’s Report to the Joint Diocesan Councils of Dublin and Glendalough *(continued)*

Report on the audit of the non-statutory financial statements *(continued)*

Conclusions relating to going concern *(continued)*

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

Other information

The Joint Diocesan Councils are responsible for the other information presented in the Annual Report together with the financial statements. The other information comprises the information included in the Joint Diocesan Councils’ report. The financial statements and our auditor’s report thereon do not comprise part of the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work we have not identified material misstatements in the other information.

Based solely on our work on the other information, we report that:

- we have not identified material misstatements in the Joint Diocesan Councils’ report and
- in our opinion, the information given in the Joint Diocesan Councils’ report is consistent with the financial statements.

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.

Independent Auditor’s Report to the Joint Diocesan Councils of Dublin and Glendalough (continued)

Respective responsibilities and restrictions on use

Responsibilities of trustees for the non-statutory financial statements

As explained more fully in the responsibilities statement set out on page 10, the Members of the Joint Diocesan Councils are responsible for: the preparation of the non-statutory financial statements, which are intended by them to give a true and fair view; 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; 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.

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

Independent Auditor’s Report to the Joint Diocesan Councils of Dublin and Glendalough *(continued)*

Respective responsibilities and restrictions on use *(continued)*

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

Our report has been prepared solely for the addressee, as a body, in accordance with the requirements of 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 Dioceses for any purpose or in any context. Any party other than the Dioceses 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

for and on behalf of

KPMG

Chartered Accountants, Statutory Audit Firm

1 Stokes Place

St. Stephen’s Green

Dublin 2

Dioceses of Dublin and Glendalough

Statement of Financial Activities for the period 1 January 2023 to 31 December 2023

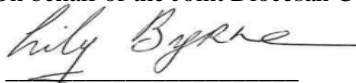
	Note	2023 Unrestricted funds	2023 Restricted funds	2023 Total funds	2022 Prior year total funds
		€	€	€	€
Incoming resources					
Incoming resources from generated funds	2				
Voluntary income		590,768	3,693,762	4,284,530	3,795,191
Investment income		109,867	-	109,867	92,716
Incoming resources from charitable activities		0	296,188	296,188	308,602
Other incoming resources		167,871	-	167,871	133,267
Other parish receipts		25,051	-	25,051	132,397
Total income		893,557	3,989,950	4,883,507	4,462,173
Resources used					
Cost of generating funds	3				
Cost of generating voluntary income		311,978	3,622,627	3,934,605	3,389,021
Charitable activities		316,910	352,248	669,158	641,963
Other resources used		225,775	13,429	239,204	188,003
Other parish payments		25,051	-	25,051	79,366
Total expenditure		879,714	3,988,304	4,868,018	4,298,353
Net income before transfers		13,842	1,646	15,488	163,820
Other recognised gains & transfers					
Increase in Chaplaincy Training Reserves		0	11,138	11,138	(7,651)
Repayment of Parish Monies	4	(111,477)	-	(111,477)	-
Gains / (losses) on investment assets		0	375,094	375,094	(629,746)
Drawdown of Chaplaincy Training Reserve		0	12,605	12,605	-
Net movement in funds		(97,635)	400,483	302,848	(473,577)
Reconciliation of funds					
Total funds brought forward		602,387	5,538,596	6,140,983	6,614,560
Total funds carried forward		504,752	5,939,079	6,443,831	6,140,983

Dioceses of Dublin and Glendalough

Balance Sheet as at 31 December 2023

		2023	2022
		€	€
Fixed assets			
	<i>Note</i>		
Tangible assets	5	261,442	261,442
Investments	6(a)	5,204,268	4,829,174
		<u>5,465,710</u>	<u>5,090,616</u>
Current assets			
Bank Account No. 1		292,771	63,527
Bank Account No. 2		69,007	39,733
RCB - Stipend and General	6(b)	619,741	936,471
RCB - Church Extension	6(b)	63,654	54,361
RCB - Supplemental Reserve	6(b)	50,712	41,241
Debtors	7	96,009	115,018
		<u>1,191,894</u>	<u>1,250,351</u>
Current Liabilities			
Creditors	8	213,773	199,984
		<u>978,121</u>	<u>1,050,367</u>
Net current assets		<u>978,121</u>	<u>1,050,367</u>
Total net assets		<u>6,443,831</u>	<u>6,140,983</u>
Funds employed	10	<u>6,443,831</u>	<u>6,140,983</u>

On behalf of the Joint Diocesan Councils



L Byrne
Lay Honorary Treasurer
of Dublin Diocesan Council



GP Richards
Lay Honorary Treasurer
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 these financial statements 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 stipends, 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 statements 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 15 and the balance sheet on page 16.

Dioceses of Dublin and Glendalough

Statement of accounting policies (*continued*)

(ii) *Going Concern*

The financial statements have been prepared on a going concern basis, which the Joint Diocesan Councils believe, having reviewed the position carefully, to be appropriate in the circumstances of the Dioceses.

The Joint Diocesan Councils have assessed church activities and the cash flow of the Dioceses and its parishes. The churches within these United Dioceses are experiencing a return to in-person engagement with most parishes indicating there is a stable core of attenders. Some parishes are continuing to offer on-line access to church services and overall, participation has remained remarkably steady. Fund-raising activities continues and the parishes are seeing further potential to grow. The joint Diocesan Councils will continue to monitor the situation.

The Joint Diocesan Councils have a reasonable expectation that the Dioceses has adequate resources to continue in operational existence for the foreseeable future. On that basis, they continue to adopt the going concern basis in preparing the financial statements.

(iii) *Statement of financial activities (SoFA)*

- Unrestricted resources

The column in the SoFA headed ‘Unrestricted Funds’ shows the income derived from assessments, excluding clergy stipends, 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.

Dioceses of Dublin and Glendalough

Statement of accounting policies (*continued*)

- **Restricted resources**

The column headed ‘Restricted Funds’ in the SoFA shows income and outgoings for specific purposes, not applicable to the general activities of the Dioceses. Stipend related costs have been shown as ‘restricted’ to illustrate that the majority of income to the dioceses is in respect of ministerial payments. Other ‘restricted resources’ include funds for the provision of chaplaincy services to public hospitals and donations/grants received which are intended for purposes which are outside the scope of Councils’ allocations.

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.

(iv) ***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.

(v) ***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.

Dioceses of Dublin and Glendalough

Statement of accounting policies (*continued*)

(vi) *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.

(vii) *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.

(viii) *Pension contributions/payments*

The Dioceses makes contributions to defined contribution schemes on behalf of certain employees. All pension contributions made on behalf of employees 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 Incoming resources

	2023		2023		2023		2022		2022	
	Unrestricted Euro	Restricted Euro	Total Euro	Unrestricted Euro	Restricted Euro	Total Euro	Unrestricted Euro	Restricted Euro	Total Euro	
Incoming Resources										
Voluntary Income										
Parish Assessments	579,768	3,624,502	4,204,270	579,768	3,153,155	3,732,923				
COVID grant	11,000	-	11,000	20,300	-	20,300				
Special appeal (Shrine a Light/Ukraine)	-	66,230	66,230	-	41,747	41,747				
Bishop's Appeal	-	3,030	3,030	-	221	221				
	590,768	3,693,762	4,284,530	600,068	3,195,123	3,795,191				
Investment Income										
Income from Investments (less shares scheme)	100,564	-	100,564	91,759	-	91,759				
Interest received on Investments	9,303	-	9,303	968	-	968				
	109,867	-	109,867	92,717	-	92,717				
Charitable Activities										
Hospital Chaplaincy Income	-	234,701	234,701	-	234,701	234,701				
Chaplaincy Income (mainly TUD)	-	60,000	60,000	-	60,319	60,319				
Care & Share	-	1,487	1,487	-	13,582	13,582				
	-	296,188	296,188	-	308,602	308,602				
Other Income										
Sundry Income	27,317	-	27,317	13,439	-	13,439				
All Churches Trust	-	-	-	-	7,302	7,302				
Newlands Rental	19,519	-	19,519	19,238	-	19,238				
Local Property Tax	65,860	-	65,860	65,477	-	65,477				
VAT Scheme	55,175	-	55,175	27,811	-	27,811				
	167,871	-	167,871	125,965	7,302	133,267				
Other parish receipts	25,051	-	25,051	182,397	-	182,397				
	893,557	3,989,950	4,883,507	951,147	3,511,027	4,462,174				

Dioceses of Dublin and Glendalough

Notes to the Financial Statements (*continued*)

3. Statement of Financial Activities (SoFA) Resources used

Uses	2023 Unrestricted Euro	2023 Restricted Euro	2023 Total Euro	2022 Unrestricted Euro	2022 Restricted Euro	2022 Total Euro
Costs of generating Voluntary Income						
Staff payments	-	3,612,121	3,612,121	-	3,116,819	3,116,819
Staff Subsidies	208,013	-	208,013	153,235	-	153,235
DDI Expenses	6,364	-	6,364	4,188	-	4,188
Rent of Offices	25,000	-	25,000	12,500	-	12,500
Insurance	20,211	-	20,211	27,239	-	27,239
IT/Fossil/Fire/Phone/Stationery	22,686	-	22,686	9,712	-	9,712
Diocesan Architect	10,000	-	10,000	10,000	-	10,000
Special Appeal (Ukraine)	-	10,506	10,506	-	31,246	31,246
Child Protection Officer	19,704	-	19,704	16,072	-	16,072
	311,378	3,622,627	3,934,005	240,956	3,146,065	3,386,021
Charitable Activities						
Youth Diocesan Officer	56,575	-	56,575	64,107	-	64,107
Grants and Allocations	60,010	43,942	103,952	96,952	-	96,952
Other Ministerial (TUD)	-	61,000	61,000	-	60,183	60,183
Central Levies	10,944	-	10,944	10,044	-	10,044
Hospital Chaplaincy expended	-	247,306	247,306	-	234,701	234,701
Financing of Episcopacy	126,948	-	126,948	120,480	-	120,480
Priorities Fund	62,433	-	62,433	55,496	-	55,496
	316,910	352,248	669,158	347,079	294,884	641,963
Other Resources						
Gifts and Donations	61,453	-	61,453	66,159	-	66,159
Endowments	3,101	-	3,101	-	-	-
Surplus expenses	39,403	-	39,403	24,705	-	24,705
All Churches Trust	-	-	-	-	2,153	2,153
Care and Share	-	13,429	13,429	-	-	-
Newlands	420	-	420	1,352	-	1,352
Interest & Bank Charges	367	-	367	346	-	346
Local Property Tax	65,856	-	65,856	65,477	-	65,477
VAT scheme	95,175	-	95,175	27,911	-	27,911
	225,775	13,429	239,204	185,850	2,153	188,003
Other Parish Payments	25,051	-	25,051	79,366	-	79,366
Total Resources Used	879,714	3,988,304	4,868,018	853,251	3,445,102	4,298,353

Dioceses of Dublin and Glendalough

Notes to the Financial Statements (*continued*)

3(a) Analysis of Grants and Allocations

	2023 €	2022 €
Episcopal Expenses	12,425	9,732
CITI Reader training / lay ministry	4,820	6,003
Council for Mission (including St George's Jerusalem)	16,332	7,839
Safe Guarding Trust	5,860	5,638
Churches Ministry of Healing *	483	(2,024)
Episcopal Church Council - Arab Evangelical	2,058	2,958
Church Music Dublin	5,000	5,000
Diocesan C&C	1,200	5,328
Diocesan Council of Churches	287	200
Guild of Lay Ministry/Theological Institute	180	1,360
Diocesan Growth / Pater Noster	3,885	6,633
Christ Church Cathedral	43,942	41,585
Committee for Social Action *	-	(5,747)
Library	-	1,000
Other	7,481	11,447
	<u>103,952</u>	<u>96,952</u>
Priorities	<u>62,433</u>	<u>55,496</u>
	<u>166,385</u>	<u>152,448</u>

* Funds not used in previous years remain available for drawdown

4 Repayment of Parish Monies

These are parish monies belonging to St George & St Thomas which were included in the diocesan accounts whilst the finances of the parish were being administered by the Diocesan Councils.

Dioceses of Dublin and Glendalough

Notes to the Financial Statements (*continued*)

5. Tangible fixed assets	Diocesan Residence
<i>Cost</i>	€
At 1 January 2023 and 31 December 2023	<u>261,442</u>

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. The current market value in the area is approximately €550k.

Rental income of €19,519 (2022: €19,238) is included in sundry income.

6. Accounts with Representative Church Body

(a) Investments	2023	2022
	€	€
Stipend and General	4,572,257	4,242,715
Church Extension	309,667	287,348
Supplemental Reserve	<u>322,344</u>	<u>299,111</u>
	<u>5,204,268</u>	<u>4,829,174</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*)

7. Debtors	2023	2022
	€	€
Due from parishes	*74,909	93,042
Other debtors	** <u>21,100</u>	<u>21,976</u>
	<u>96,009</u>	<u>115,018</u>

*Due from parishes includes assessments and local property tax outstanding.

**Other debtors include 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. Also included in other debtors is St Vincent's chaplaincy income of €3k which was received in 2024.

8. Creditors	2023	2022
	€	€
Receipts in advance from parishes	43,824	13,776
Accounts payable	3,444	0
Sundry creditors and provisions	* <u>166,505</u>	<u>186,212</u>
	<u>213,773</u>	<u>199,987</u>

* Includes pension deductions, chaplaincy payments and restricted Chaplaincy Training reserves.

9. Pensions

Defined contributions

During the year, the Dioceses made contributions of €15,945 (2022: €23,009) to defined contribution schemes on behalf of certain employees.

Dioceses of Dublin and Glendalough

Notes to the Financial Statements (*continued*)

10. Funds employed	2023	2022
	€	€
<i>Accumulated funds</i>		
Restricted funds		
Residence	261,442	261,442
Investments	5,204,268	4,829,174
Chaplaincy and unspent grants	284,362	193,517
Revenue reserves	<u>189,007</u>	<u>255,250</u>
	5,939,079	5,539,383
Unrestricted funds	<u>504,752</u>	<u>601,600</u>
	<u>6,443,831</u>	<u>6,140,983</u>

11. Contingency

In the past, 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 2023, all loans were repaid with the scheme discontinued and no further guarantees given.

12. Approval of financial statements

These financial statements were approved by the Joint Diocesan Councils of Dublin and Glendalough on 29 August 2024

RESOLUTIONS PASSED by the 2023 SYNODS

1. THAT in the event of more than one candidate being proposed for any of the offices of clerical honorary secretary or of Lay Honorary Secretary or for the office of Honorary Treasurer whether of the Synod of the Diocese of Dublin or the Synod of the Diocese of Glendalough that
 - a) the vote in any such elections be taken at this meeting by ballot supervised by two clerical and two lay scrutineers from each respective diocese
 - b) in any such elections for the office of Honorary Secretaries, the nomination and voting shall be by diocese and by orders.
 - c) in any such elections for the office for the lay office of Treasurer in each diocese the nomination and voting shall be by diocese and without regard to orders.

2. THAT the triennial elections of General Synod Representatives, Members of the Diocesan Councils and Members of the Diocesan Committees of Patronage, Membership of Diocesan Court be conducted by post, and that nominations be made in writing and received by 10.00 p.m. on 3rd October 2023. Nominations and voting shall be by Orders. That the names of the candidates be listed on the voting papers in alphabetical order.

That the clergy of Dublin vote for 17 clerical Representatives to the General **Synod** and that the laity of Dublin vote for 35 lay representatives, and that the 6 clerical and 12 lay candidates receiving the highest number of votes next to those elected be placed on the supplemental list. That the clergy of Glendalough vote for 4 clerical Representatives to the General Synod, and the laity of Glendalough vote for 7 lay Representatives, and that the 3 clerical and 4 lay candidates receiving the highest number of votes next to those elected be placed on the supplemental list.

That the clergy of Dublin vote for 6 clerical Members of the Diocesan Council and the laity of Dublin vote for 12 Members, and that the 2 clerical and 2 lay candidates receiving the highest number of votes next to those elected be placed on the supplemental list. That the clergy of Glendalough vote for 2 clerical Members of the Diocesan Council, and the laity of Glendalough vote for 4 lay members, and that the 2 clerical and 2 lay candidates receiving the highest number of votes next to those elected be placed on the supplemental list. That The Archbishop, Archdeacon of Dublin, Archdeacon of Glendalough, the four Honorary Secretaries of the Diocesan Synods and the two Honorary Treasurers of the Diocesan Synods be ex-officio members of their Diocesan Councils.

The Honorary Secretaries of the Diocesan Synods shall be ex-officio Honorary Secretaries of the Diocesan Councils and the Honorary Treasurers of the Diocesan Synods shall be ex-officio Honorary Treasurers of the Diocesan Councils.

That the clergy of each diocese vote for 4 clerical Members of the Committees of Patronage of Dublin and of Glendalough and the laity for 1 lay Member, and that the 5 clergy and 3 lay candidates receiving the highest number of votes next to those elected be placed on the supplemental list of each Committee.

That the clergy of Dublin voter for 3 members of the Diocesan Court of Dublin and the laity for 3 members thereof. That the clergy of Glendalough vote for 3 members of the Diocesan Court of Glendalough and the laity for 3 members thereof.

That voting papers be returned to the Diocesan Office not later than 4p.m. on Tuesday 31st October 2023, that the names of those elected be listed in order of votes received, and that the Honorary Secretaries report the results to the Archbishop of Dublin for publication.

3. THAT Rev John Tanner be elected as a Clerical Honorary Secretary for Dublin Diocese for the ensuing three years.
4. THAT Rev Brian O'Reilly be elected as a Clerical Honorary Secretary for Glendalough Diocese for the ensuing three years.
5. THAT Dr Patricia Barker be elected as a Lay Honorary Secretary for Dublin Diocese for the ensuing three years.
6. THAT Mr Derek Neilson be elected as a Lay Honorary Secretary for Glendalough Diocese for the ensuing three years.
7. THAT Mr Derek NEILSON, of Beaumont, Ashtown, Roundwood, Co Wicklow be elected as a lay member of the Representative Church Body for the ensuing three years.

8. THAT the triennial election of representatives to the Episcopal Electoral College and members of the Diocesan Council for Mission be conducted by post in accordance with standing orders. That nominations in writing be made not later than 10.00p.m. on 3rd October 2023 and that voting be By Orders. That the clergy of the United Dioceses vote for 12 clerical representatives and the laity for 12 lay representatives of the Episcopal Electoral College, that the 6 clergy and 6 lay people receiving the highest number of votes next to those elected be placed on the supplemental list, and that the representatives elected and on the supplemental lists be returned in order of votes received. That five clerical and seven lay people be elected to the Diocesan Council for Mission. That the voting papers be returned to the Diocesan Office not later than 4p.m on Tuesday 31st October 2023, and that the Honorary Secretaries report the results to the Archbishop for publication.
9. THAT Mr Gordon P Richards be elected as a Lay Honorary Treasurer for Glendalough Diocese for the ensuing three years.
10. THAT Ms Lily Byrne be elected as a Lay Honorary Treasurer for Dublin Diocese for the ensuing three years.
11. THAT, along with the Honorary Secretaries who shall have power to co-opt as necessary, subject to their availability the following be appointed to act as scrutineers for the counting of the postal votes: -

For the Lay votes: Rev Robert Marshall, Rev Ruth Noble, Rev David White.

For the Clerical votes: Dr Ken Fennelly, Mrs Olive Good, Mr Arthur Vincent..
12. THAT the Very Rev WW Morton, Rev DPJ White, and Rev S Hanily be appointed members of the Dublin Diocesan Court for the ensuing three years.
13. THAT Rev JAH Kinkead, Rev CJ Hallissey, Rev BM O'Reilly, Mr MD Felton Mr DH Greenlee and Mr L Dowling be appointed members of the Glendalough Diocesan Court for the ensuing three years.
14. THAT the Report of the Diocesan Councils to the Diocesan Synods of 2023, and the Statement of Accounts for the year ended 31st December 2022 be received and approved.
15. THAT KPMG be re-appointed Auditors to the Diocesan Councils of Dublin & Glendalough.

16. THAT the Report of the Dublin & Glendalough Diocesan Board of Education to the Synods of Dublin & Glendalough in the year 2023 be received and approved.
17. THAT the triennial election of members of the Diocesan Board of Education be conducted by post, and that nominations be made By Orders in writing before 10.00 p.m. on 3rd October 2023. That the clergy of Dublin vote for eight clerical members and the laity of Dublin for eight lay members. That the clergy of Glendalough vote for two clerical members and the laity of Glendalough for two lay members. That voting papers be returned to the Diocesan Office not later than 4p.m. on Tuesday 31st October 2023, and that the Honorary Secretaries report the results to the Archbishop of Dublin for publication.
18. 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 2023 be received.
19. THAT the Report of the Diocesan Council for Mission to the Diocesan Synods of Dublin and Glendalough in the year 2023 be received.
20. THAT the Report of the Diocesan Committee for Social Action to the Diocesan Synods of Dublin and Glendalough in the year 2023 be received.
21. THAT these Synods, while acknowledging the Church's traditional teaching on marriage as set out in the Book of Common Prayer, believes that pastoral and liturgical provision should be made to those persons of the same sex, whose marriages have been previously recognised by law, and who wish to have an appropriate service of prayer and dedication. These Synods therefore requests that the General Synod and House of Bishops allow some measure of Diocesan discretion in the provision of suitable prayers or use where such services are locally desired and acceptable, and where no priest or minister would be required to act against their conscience.
22. THAT these Diocesan Synods request Diocesan Councils, having consulted with the Diocesan Council for Mission and the Diocesan Committee for Social Action, to make arrangements for a smooth transition of the functions and financial commitments of the Diocesan Council for Mission and the Diocesan Committee for Social Action to the proposed Diocesan Mission Sub-Committee and to ensure that the Diocesan Synods are kept full informed of the Mission Sub-Committee's activities and enabled to scrutinise these activities on a continuing basis.

That these Diocesan Synods request the current members of the Diocesan Council for Mission and the Diocesan Committee for Social Action to continue in office until Diocesan Synods of 2024.

RESOLUTION PASSED by the 2024 EXTRAORDINARY SYNOD OF GLENDALOUGH

THAT Rev Susanne Harris be elected as a Clerical Honorary Secretary for Glendalough Diocese for the remainder of the triennium.

REPORT of the DIOCESAN BOARD OF EDUCATION to the 2024 DIOCESAN SYNODS OF DUBLIN AND GLENDALOUGH

(Asterisk denotes membership of Executive and Finance Committee)

INTRODUCTION

The aims of the Board are the promotion and encouragement of elementary education in the Dioceses of Dublin and Glendalough, and the intermediate technical and advanced education of the pupils of the schools vested in the Diocesan Board of Education. Its charitable purpose is the advancement of the education of children in schools under Church of Ireland management. Activities carried out by the Board include providing support to principals and Boards of Management of primary schools, allocating grants to schools and pupils, and management of Board funds and property.

There were four Ordinary Meetings of the Board and three Meetings of the Executive and Finance Committee during the period August 2023 to June 2024, with some meetings in person and others by video-conference. Numbers before names indicate attendance at meetings of the Board. Numbers after names indicate attendance at Committee meetings.

EX-OFFICIO

- (0) *The Most Rev. the Archbishop of Dublin, Chairman (0)
- (0) *The Ven. Archdeacon of Dublin (1)
- (1) *The Ven. Archdeacon of Glendalough (3)

ELECTED MEMBERS

Diocese of Dublin

- (1) The Rev. P. Campion

- (3) *Mrs. J. Perdue (3)
- (2) Dr K. Fennelly
- (3) Mr J. Aiken
- (1) *The Rev. A. Galligan (1) *(to October 2023)*
- (3) *Ms E. Oldham (2)
- (2) *Mr P. McCrodden (3)
- (4) *Mr A. Forrest (3) *Chair of Executive and Finance Committee*
- (0) *The Rev. D. Owen (1) *(to October 2023)*
- (3) *Mrs. J. Denner (2)
- (1) *The Rev. A. Breen (2)
- (1) The Rev. Canon R. Byrne *(to October 2023)*
- (0) *The Rev. N. Phair (1) *(to October 2023)*
- (0) Ms A. Cuppage *(to October 2023)*
- (0) *The Rev. Canon L. Robinson (0) *(to October 2023)*
- (2) The Rev. Canon P. Arbuthnot
- (2) *The Rev. David Bowles (2) *(Hon. Secretary of Executive and Finance Committee)*
- (2) The Rev. David White *(from October 2023)*
- (2) The Rev. Gary Dowd *(from October 2023)*
- (1) The Rev. Kevin Conway *(from October 2023)*
- (2) The Rev. Sean Hanley *(from October 2023)*
- (1) Ms Carole Reynolds *(from October 2023)*

Diocese of Glendalough

- (2) Ms R. Fraser
- (2) Mr T. Hardy
- (0) The Rev. A. Barrett *(to October 2023)*
- (2) *The Rev. Cathy Hallissey (0) *(from October 2023)*

CO-OPTED MEMBERS

- (3) Ms J. Kirwan
- (1) Ms S. Hall *(to October 2023)*
- (3) Ms A. Black
- (2) Mr Ross Shorten *(from March 2024)*
- (1) Ms Christine West *(from March 2024)*

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

Bankers: 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. P. McCrodden
Ms. E. Seymour

The Rev. Dr. N. Gamble
Mr. R. McCrae
*Mrs. J. Perdue

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

CHANGES IN PERSONNEL

A new Board was elected at Diocesan Synods in October. Mr Andrew Forrest continues in his role as the Archbishop's nominee, who acts as chair to the Finance and Executive Committee in his absence. Ven Ross Styles, was elected to the post of Hon. Secretary, however following his appointment as Archdeacon of Glendalough on the retirement of Archdeacon Neal O'Raw, Rev David Bowles was elected Hon Secretary. The Board wishes to note its thanks to all former members who are not continuing at this time, particularly Rev Canon Adrienne Galligan who generously gave her time and experience in the role of Hon Secretary. Ven Neal O'Raw, Rev Daniel Owen, Canon Lesley Robinson and Ms Anne Cuppage also stepped back, and the Board thanks each of them for their contribution.

SCHOOLS

The Board again wishes to pay tribute to the principals, teachers, Boards of Management and ancillary staff for their hard work in keeping schools open, supporting and engaging pupils and students through another year.

PRIMARY SCHOOLS

The academic year 2023-24 was another busy one, both with challenges and developments. The rollout of the new maths curriculum was supported by training days conducted by Oide, helping prepare teachers to implement the new approaches into their classrooms. The training will continue in 24-25. In addition to the new maths curriculum, a consultation period for the new primary curriculum framework subjects was also conducted, gathering insights and feedback from educators, parents/guardians, and other stakeholders. We will hear more about developments in the next few months.

However, alongside these advancements, primary schools are facing immense pressures, particularly in terms of finances and staffing. Rising operational costs, coupled with the reduction or elimination of certain grants, have placed a significant strain on school budgets. The shortage of qualified teachers available is another

critical issue for the Diocese. The lack of available teachers to fill essential roles remains a severe challenge. This shortage not only affects the quality of education but also increases the workload for existing staff.

Despite financial constraints and staffing shortages, alongside the other pressures of life in schools, staff have continued to provide quality education and safe spaces for our pupils to learn.

Patron’s Day for Primary School Principals and Chairpersons

The venue for the day was the Clayton Hotel in Liffey Valley, and the Archbishop opened the day with prayer and a welcome address. The morning’s programme was led by Jennie Kirwan, principal of Sandford Parish National School and Andrea Black, principal of Zion Parish Primary School.

Primary school principals and chairs of boards of management from across the United Dioceses met for an inspiring morning at the annual Patron’s Day gathering on Friday March 15. Three excellent speakers enabled participants to explore key areas of leadership, developing links between schools and parishes and wellbeing for school leaders.

Vice president of LinkedIn, Sue Duke, drew parallels between qualities of leadership in a global corporation and school communities; Carolyn Good, principal of Carrigduff NS in Bunclody, shared practical ideas on developing school/parish links; and author of ‘Weaving Well–Being’ Fiona Forman spoke on wellbeing for school leaders.

The Board is grateful to the sub-committee of Ms Kirwan, Ms Black and Rev Breen for their work in organising the venue, agenda and speakers.

School Developments

There were no major developments reported to the Board this year, however the Board contributed supplementary funds to a number of schools for various small projects.

SECOND LEVEL SCHOOLS

The ambitious plans for Senior Cycle reform informed by the Senior Cycle Review Advisory Report prepared by the National Council for Curriculum and Assessment (NCCA) highlighted the need for robust structures to be put in place to support their implementation. The response of the Department of Education has been the establishment of two new organizations. In the first instance, the Senior Cycle Redevelopment Programme Delivery Board will have responsibility for overseeing reform. Secondly, the Senior Cycle Redevelopment Partners’ Forum, a representative stakeholder engagement group, will underpin the collaboration necessary to support implementation among education partners including representatives of students, parents, teachers, school leadership and management

bodies, the State Examinations Commission (SEC), the NCCA, the Department of Further and Higher Education, Research, Innovation and Science and other relevant organisations, including the inclusion sector.

The development of Cineáltas: Action Plan on Bullying was informed by the views of children and young people, parents, school staff, education partners, and individual members of the public working with the Department of Education. This initiative builds on the achievements and ambition of the previous Action Plan on Bullying which was originally published by the Department of Education and Skills (DES) in 2013 and is a welcome addition to the pastoral care offered in post-primary schools.

The Minister of State for Special Education and Inclusion announced funding of nearly €13 million to support the expansion and development of the National Council for Special Education (NCSE) which it was claimed would result in an increase of over 50% in staffing levels. The Minister also announced the opening of a public consultation as part of a review of the Education for Persons with Special Educational Needs (EPSEN) Act and stated that it will be necessary to have special classes in all post-primary schools in the next three to five years. The practical consequences of these developments will be significant.

SCHOOLS' SERVICE

Diocesan Service for Primary Schools and Junior Schools

On 9th November pupils and teachers from 38 schools all over Dublin and Glendalough filled Christ Church Cathedral for the Diocesan Service for Primary and Junior Schools. The service was led by Rev Sean Hanily, rector of Rathmichael parish, and Rev Jane Burns, curate at Taney parish, assisted by Emma Fawcett, the Diocesan Youth Ministry Development Officer. Archbishop Michael Jackson presided.

The theme of the annual schools' service was 'Let There Be Light'. Rev Hanily gave the address, and told the pupils that we can make a choice every single day to walk in the Light of Christ. This was symbolised with the use of glow sticks to bring the light of Christ into the world around them.

Prayers and readings were led by children from a number of schools during the service. Before the blessing, Archbishop Jackson prayed for children who were caught up in war, noting that they could no longer access education.

A collection was taken up for Pieta House, which organises the annual 'Darkness into Light' event and works to prevent suicide and self-harm.

PROPERTY

The Board continues to own a commercial property in Arklow, known as the Carysfort Boys' School, which earns rental income with a long-term tenant in place.

GRANTS

R.E. Studentship

The Board makes 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 included in their degree programme up to and including third-year level or higher. There were no applicants this year.

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

This is a small fund, incorporated within and subsidised by the Board, which gives assistance towards the cost of second level education fees at schools under Protestant management. Applicants must be members of the Church of Ireland and resident in the Diocese of Dublin and Glendalough. For the 2023/24 academic year, €2,900 was allocated between 8 families, with pupils attending 3 different schools across the dioceses.

REGULATIONS AND LEGISLATION

The Board continues to expand on and develop the work carried out to date to meet compliance to the Charities Governance Code. A sub-committee is in place which has reviewed and updated processes and procedures during the year.

FINANCE

The Board thanks 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. Please see the appended accounts for details of Income and Expenditure.

CHURCH COLLECTIONS AND SUBSCRIPTIONS 2023

DIOCESE OF DUBLIN

	€
Boosterstown	100.00
Bray	450.00
Castleknock	200.00
Drumcondra	100.00
Malahide	300.00
Rathfarnham	630.00
Sandford	250.00
Stillorgan	250.00
Whitechurch	300.00
Zion	500.00

DIOCESE OF GLENDALOUGH

	€
Arklow	100.00
Athy	385.00
Leixlip Union	200.00

Please note that contributions received from January 2024 will be included in the 2024 accounts.

SUMMARY OF COLLECTIONS AND SUBSCRIPTIONS

	2022	2023
	€	€
Dublin	4,350.00	3080.00
Glendalough	720.00	685.00
	<hr/>	<hr/>
	5,070.00	3,765.00
	<hr/>	<hr/>

Receipts and Payments Accounts for Year ended 31 December 2023					
	Unrestricted Funds 2023	Restricted Funds 2023	Endowment Funds 2023	Total 2023	Total 2022
Receipts					
Investment Income	66,078	79,066	2,146	147,290	141,042
Donations	3,765	-	-	3,765	5,070
Transfer	9,435	-	2,000	11,435	3,667
Rent	-	8,400	-	8,400	8,400
Sale of Assets	-	-	-	-	245,000
Bank & Deposit Interest	-	158	-	158	26
Miscellaneous	-	-	-	-	-
Total Receipts	79,278	87,624	4,146	171,048	403,205
Payments					
Wages/Salaries	17,936	-	-	17,936	16,726
Diocesan Costs	2,828	-	-	2,828	-
Administration Costs	6,486	-	-	6,486	1,984
Patron's Day	4,343	-	-	4,343	-
Primary Schools' Service	1,319	-	-	1,319	3,139
Grants	-	75,910	2,900	78,810	55,499
RE Studentship	-	-	-	-	-
Transfer to Investment (RCB Trust)	-	230,000	-	230,000	-
Transfer	2,000	9,435	-	11,435	3,667
Property Administration Costs	-	1,616	-	1,616	13,951
Recapitalisation	-	10,751	-	10,751	9,960
Legal Fees	4,182	-	-	4,182	-
Bank Charges	-	142	-	142	143
Misc	705	76	-	781	613
Total Payments	39,799	327,931	2,900	370,630	105,682
Excess of Receipts over Payments	39,479	- 240,307	1,246	- 199,582	297,523

	Assets and Liabilities 2023				
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total	Total
	2023	2023	2023	2023	2022
	€	€	€	€	€
Cash Funds					
Current Accounts	219,207	134,207	3,200	356,614	556,196
Deposit Accounts	64,153	-	-	64,153	64,153
Total Cash Funds	283,360	134,207	3,200	420,767	620,348
Investment Assets					
Equity Investments	-	-	479	479	519
Investments in RCB Unit Trusts	2,398,377	3,110,527	10,925	5,519,829	4,894,702
Common Investment Fund	-	-	66,632	66,632	63,985
Total Investment Assets	2,398,377	3,110,527	78,036	5,586,940	4,959,206
Other Assets (Note)					
School Buildings	-	-	-	-	-
Property	-	190,000	-	190,000	190,000
Total	-	190,000	-	190,000	190,000
Liabilities	-	-	-	-	-
TOTALS	2,681,737	3,434,734	81,236	6,197,707	5,769,554

DUBLIN & GLENDALOUGH

DIOCESAN BOARD OF EDUCATION

NOTES TO THE SUMMARISED ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

Note 1

DETAILS OF GROUPINGS:

RECEIPTS

Collections & Subscriptions:
Subscriptions

Church Collections & Parish

PAYMENTS

Payments to Schools/Parishes:

All the payments (endowment income) made to individual schools grouped together.

Audit of accounts

The audit for 2023 was carried out by KSi Faulkner Orr.

GENERAL

The Board notes its appreciation of the excellent work of the Executive and Finance Committee under the chairmanship of Mr Andrew Forrest, and the work of Hon Secretaries, Rev Canon Adrienne Galligan and Ven Ross Styles. The Board also records its thanks 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.

REPORT of the DIOCESAN COMMITTEE of the CHURCH'S MINISTRY of HEALING to the DIOCESAN SYNODS OF DUBLIN & GLENDALOUGH 2024

Committee: Ven Ross Styles (Chair), Stan Bloomer, Carol Casey, Avril Gillatt, Barbara O'Callaghan, Revd Canon Lesley Robinson, Jeanne Salter (Hon. Secretary), Adele Sleator.

CMH: Ireland – Lydia Monds Ministry Leader Dr Catherine Smith Operations Executive.

Weekly City Centre Service with Prayer Ministry

A **Service of Wholeness and Healing** with a celebration of the **Eucharist** is held at **Christ Church Cathedral** each Thursday at 12.45pm. We are enormously grateful to Dean Dermot Dunne and to Ven Ross Styles and the team of clergy who so willingly support these services. The commitment of the regular team of dedicated Prayer Ministers who are available to pray with those who come forward for prayer during these services is greatly appreciated.

Monthly Healing Prayer Circle

The Healing Prayer Circle, launched in February 2022, continues to meet online on the second Monday of each month at 7pm. It is beautifully facilitated by Carol Casey who is very experienced in leading healing prayer groups. The prayer time consists of a twenty-minute session of the Welcoming Prayer and the second session is a time spent in Centering Prayer. Both prayer sessions begin with a short introduction. Feedback from participants is very positive. Anyone who would like an invitation

to join the Healing Prayer Circle may contact Ven Ross Styles via email at stylesross@gmail.com.

Intercessory Prayer Team

CMH D&G has a dedicated team of intercessors. We are grateful to Stan Bloomer who coordinates this long-serving team of prayerful people who faithfully lift to the Lord in prayer the needs of others on a regular basis. New intercessors are always welcome to come on board. If you feel called to be involved in intercessory prayer you would be most welcome to join the team. Or if you would like to be included on the list for prayer yourself or would like prayer for someone else, please contact Stan by email at legendbloomer@gmail.com.

Springtime Quiet Day 2024 ‘Finding God in the in-between Places’

We all experience times of living between an ending and a 'not yet.'

...Like tentative new Spring shoots emerging from the barrenness, stagnancy and decay of Winter.

How can we hold such endings and new beginnings together? How can we honour the places where our lives feel reduced to ashes, whilst still noticing the beauty that is emerging?

How can we acknowledge and accept life's thresholds, whether sought or expected, or even those that feel forced upon us? Most importantly, how can we invite God to hold these de-stabilising times of endings and beginnings, and in-between spaces, with His compassion and healing?

The Quiet Day 2024 was held on Saturday, 2nd March 2024, at Newcastle Parish Centre. We are most grateful to Ven Ross Styles for his tremendous support, encouragement and practical help both in advance of and during this event. The day was beautifully facilitated by Ms Lydia Monds, Ministry Leader with CMH: I Lydia gently enabled participants to reflect upon 'the in-between places' which we experience in our own lives, helping attendees to notice God's gentle healing touch therein. Participants welcomed the opportunity to engage with personal experience and understanding through a range of experiential prayer stations which included journalling, decorating stones and the outpouring of water as a symbol of what we are pouring out to God, to name but a few. The creative Christian Mindfulness practices introduced, such as using a woolly finger labyrinth to promote slowing down, were both enjoyable and effective towards enabling us to pause, and to contemplate the Lord's Presence throughout the twists and turns of our lives. Feedback from the day was hugely positive. The helpful prayerful, uplifting meditations and activities offered by Lydia were warmly welcomed by participants. The CMH D&G team (Adele, Barbara, Stan and Jeanne) did a wonderful job organising the day between set up and refreshments. The delicious soup, kindly homemade by John, was savoured. The day closed with a Service of Wholeness and Healing with Holy Communion in Newcastle Church and prayer ministry was offered.

Prayer requests

Requests for prayer may be sent through the ‘Contact’ link on CMH D&G website: www.wholenessandhealing.org.

Working with Church’s Ministry of Healing: Ireland

Diocesan committee works closely with the CMH:I throughout the year. Committee Members were involved in CMH:I initiatives during 2024, such as the **Mindful Art Cafe**. CMH:I in collaboration with NBSI and ACET hosted the Mindful Art Cafe in St George and St Thomas’ Church, Cathal Brugha St on Wednesday mornings in January 2024. The team, which included several Diocesan Prayer Ministers, offered a mindful space for people in the city centre, those with faith and seeking to nourish it in new ways, and those who don’t but who wished to focus on self-care and community, people who tend to rush around and feel disconnected or lonely and those in search of a peaceful pause. The cafe was open to all.

Some CMH D&G Committee Members are involved in the CMH:I online course ‘**God, Me and Anxiety**,’ a course taking place in Sept under the facilitation of Lydia Monds and Fionnuala, a psychotherapist and lay reader.

The vibrant CMH:I website includes resources and information about events both past and upcoming. CMH:I offer information and guidance for those considering setting up a Healer Prayer Group. A range of attractive and helpful prayer cards which anyone (and hospital chaplains in particular) may be interested in is available to order. www.ministryofhealing.ie.

Contacting CMH D&G

Ven Ross Styles (Chair): stylesross@gmail.com

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

**CHURCH OF IRELAND MARRIAGE COUNCIL
REPORT 2024**

MEMBERSHIP

Appointed by the House of Bishops

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

Elected by General Synod

Rev Jonathan Campbell-Smyth
(Chairperson)

Rev Canon Nicola Halford (Resigned
September 2023)

Rev Ian Linton

Ms Dianne Morris (Resigned November
2023)

Rev Emma Rutherford

Rev James Boyd (Resigned
November 2023)

Mrs Patsy Devoy

Mrs Kay Clarke

Ms Aisling Sheridan

(Administrative Secretary)

In Attendance

Proposed Membership 2024 – 2026

Most Rev Pat Storey
Vacant (Chairperson)

Rev Ian Linton

Ms Heather James

Rev Carlton Baxter

Rev Emma Rutherford

Mrs Patsy Devoy

Mrs Kay Clarke

Ms Esther Simpson

New Initiatives

In 2023, the Council rolled out a new communications strategy designed to raise awareness of its aims. In addition the Council were keen to make church leaders aware of the subsidised counselling services supported by The Child and Family Agency, Túsla. A short video on the Council's counselling and marriage preparation services, featuring some of the counsellors on its panel and couples who have benefitted from its services, was launched at General Synod in Wexford in May 2023 and subsequently shown at most Diocesan Synods throughout the coming year. A new leaflet with information on counselling services was also launched and distributed throughout the island of Ireland. Additional leaflets are available to churches upon request.

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. **We would encourage clergy and church leaders to get in touch with the Council to access these funds.** If these funds are not utilised, then there is danger that external funds may not be available in the future. The Council now offers six sessions free of charge to couples, with full details of where counsellors are available on our website www.ireland.anglican.org .

Most counsellors have been making their services available online since the Covid-19 pandemic. In December the members of the Council met counsellors to help them network and understand more of our aims and objectives. It is planned that these meetings will become regular events to enable counsellors to make the best use of subsidised services. In addition to marriage support, some counsellors are available to lead couples through marriage preparation in collaboration with church leaders.

The current group of counsellors used is:

- Mr Brian Griffin (Dublin)
- Ms Dianne Morris (Dublin)
- Ms Shona Rusk (Dublin)
- Ms Helen Groves (Dublin)
- Ms Heather James (South East)
- Ms Sylvia Helen (Cork)
- Mr Shawn Jamieson (South West)
- Ms Lynne Heber (Belfast)
- Ms Ali Knight (Coleraine)
- Care In Crisis (Armagh)
- Christian Guidelines (Down, Fermanagh & Tyrone)

Whilst these counselling services are available, the Council is very much dependent on clergy and those who support couples to refer them to counsellors. The Council therefore encourages General Synod to promote the use of marriage counsellors in their local parish contexts. Copies of the Council's new information leaflet are available at Reception and from aisling.sheridan@rcbcoi.org.

Marriage Council External Funding

Although *Túsla* have once again provided funding towards marriage counselling, and indeed have allocated an increased grant, we have seen substantial cuts over the years. 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.

Retirements

During the past year, a number of members of the Council have stepped down from their positions. These are Ms Dianne Morris, Rev James Boyd and Rev Canon Nicola Halford. We would like to express our thanks for the contribution that these members have made to the work of the Council.

Future Plans

We hope that having raised awareness of our work in this past year, that the counselling services offered across Ireland would be more widely used.

Plans for 2024 include holding three online seminars of one hour each on the following topics:

- Bereavement – recognising the changes in daily life after a loved one has died;
- Blended families – easing into a new situation;
- Divorce/separation – supporting through the journey.

It is also hoped to offer encouragement for clergy couples in the form of an overnight stay or a relationships retreat.

As always, the Council is here to support local church leaders and couples. We would be delighted to assist anyone who could benefit from our range of services.

REPORTS from
YOUTH ORGANISATIONS to the 2024
DIOCESAN SYNODS OF DUBLIN & GLENDALOUGH
(included for information only)

GIRLS FRIENDLY SOCIETY

G.F.S. continues to thrive in Dublin & Glendalough with three branches – Athy, Donoughmore and Dunganstown. There are currently 93 members registered in the Diocese. Following recent triennial elections, Gail Collier has accepted the position of Dublin and Glendalough Diocesan President, Claire Pilling is Diocesan Secretary and Deirdre O’Callaghan is Diocesan Treasurer for 2024 – 2027. Rev. Cathy Hallisey is G.F.S. Dublin and Glendalough Diocesan Chaplain. Myra Moody, outgoing Diocesan President for Dublin and Glendalough has accepted the position of Central President of G.F.S. Ireland for 2024-2027. Myra’s commissioning as the All-Ireland G.F.S. Central President was held following a Central Council meeting on Saturday 25th of May 2024 in Wesley House, Leeson Park, Dublin 6. Mrs Florence Higgins (Central President 2006-2012), Rev. Tanya Woods G.F.S. Central Chaplain, Mrs Alison Jackson (outgoing Central President (2018 -2024) and Mrs Sylvia Quinn (Central President 2012-2018) were in attendance with many other Diocesan officers and Branch leaders.

The annual G.F.S. Dublin and Glendalough Diocesan service was held in Trinity Hall, Redcross on Sunday 19th May 2024. The service focused on the story of Jonah and on the memory verse “Show me your ways, Lord, teach me your paths’ Psalm 25:4. The girls had studied these passages as part of their Bible Study Syllabus in 2023/24 and focused their learning on the theme for 2023/24 of “Following God’s will for our lives”. Rev. Cathy Hallisey was commissioned as Diocesan Chaplain during the service which was led by Rev. Roland Heaney. Rev. Cathy Hallisey (joined by her companion, Copperpot) gave the sermon which engaged young and not so young alike. Rev. Cathy Hallisey and Myra Moody awarded perpetual cups and medals to the girls for their Bible Study and Handcraft Syllabus entries. After the prizegiving, there were lovely refreshments for all to enjoy.

G.F.S. is more than simply our local branches and Dioceses in Ireland; it is a world-wide organization. The G.F.S. World Theme for 2023-2026 is “Rooted in Faith and reaching for the Stars”. The World Goals for 2023-2026 are Spiritual Development and Spreading the Good News, Ensuring Good Health and well-being for all ages and ensuring inclusion and equitable quality education and promoting lifelong learning opportunities for everyone. G.F.S. Ireland has chosen to support all three goals going forward and will also continue to support three projects from the previous term. G.F.S. Ireland will continue their involvement in projects supporting the curbing of climate change by caring for creation, helping with the Greening Project and focusing attention on ending abuse of Women and children. 25th of every month (Orange Day) is awaited with eagerness by G.F.S. members who are always

enthusiastic in lending a voice to stopping violence. Mrs Alison Jackson, outgoing All Ireland Central President, is currently a project officer on G.F.S. World team.

At G.F.S. World Council in South Africa in 2023, 8 developed countries were alphabetically linked with 2/3 developing countries. G.F.S. Ireland is linked with DRC, Malawi and South Africa. On Jan 16th, 2024, GFS DRC officially launched the opening of the GFS World Project pastry trade apprenticeship center – Inuwa Musichana Project. It means empowering girls and women to be independent and to creating jobs for the youth in DRC. G.F.S. Irelands’ current Mission Charity partner is the Tujisaidie Project, formerly UDP, in Nairobi, Kenya. The UDP/Tujisaidie project is striving to provide schooling supplies, meals, learning equipment and books for children in Nairobi, Kenya. The girls from Athy Branch, Dublin and Glendalough completed a 2km sponsored walk and raised an amazing 852.10 euro by seeking sponsorship from their families and friends for this project in February 2024. Rev. Roger Thompson has released a video to G.F.S. of the work in Nairobi which is available on the G.F.S. webpage.

G.F.S. was founded in the U.K. in 1875 and in Ireland in Bray, Co. Wicklow in 1877 by Cecil Frances Alexander so plans are afoot for the 150th Celebration of the establishment of this worldwide organization within the Anglican communion. The next G.F.S. World Council is scheduled to take place in Sri Lanka in 2026 so excitement is also building for this conference.

The study theme for G.F.S. Ireland for 2024/25 is “The difference you make”. The Bible Study Syllabus focuses on two stories, Blind Bartimaeus and The Paralysed Man, and the members will also study the hymn “Amazing Grace”. The Craft Syllabus combined with branch night activities, outings, fund-raising, badge work, enrolment services and Diocesan Day promises lots of activity in G.F.S. parish branches and another action-packed year for G.F.S. members ahead. Rev. Tanya Woods, Central Chaplain attended a Children’s Ministry workshop recently. Everyone present was asked to name the people that made a difference in their faith journey. Rev. Tanya commented that she was so surprised to hear the number of young women who talked about their G.F.S. leader making a difference in their faith journey. If you would like any further information about G.F.S., please contact Amy or Lorna in the Central office at Oak House, 36 Upper Leeson Street, Dublin 4. Phone number: (01)6603754. www.girlsfriendsociety.ie.

Myra Moody

Donoughmore Branch Dublin & Glendalough Diocese.

All Ireland Central President 2024-2027

THE GIRLS' BRIGADE IRELAND – Session 2023-2024

We held our AGM early in September 2023. It was very heartening to see so many Companies represented. Our thanks to The Sandymount Hotel for facilitating us on the day. Most Companies opened as usual during the month of September and started working on the (very comprehensive) Programme supplied by Headquarters. For primarily the Dublin based Companies, attendance during September at the many PE Demonstration Classes – for both National and Intermediate routines – gave yet another opportunity for the Leaders to get together. The Spiritual Section of the Programme used the theme ‘Take Time’: Time for Ourselves, Time for Others, Time to reflect on the teaching of the Scriptures. ‘Thanks’ go to The Spiritual Planning Committee who year on year put so much time into producing a Programme that is relevant and thought provoking. Our chosen Charity for Session 2023/2024 was Oscar’s Kids which work to provide much needed support to children undergoing cancer treatments. Lar Keogh (the late Oscar’s father) gave an inspiring introduction to the Charity and its aims at our AGM. During the Session so many Companies raised Funds by organising sponsored walks, sponsored skips, bake sales and so many other endeavours. Collections were made at all the National and Intermediate Competitions also. The various National Competitions – Choral Speaking, Feis, Choir, Arts/Crafts, Art all went ahead as usual with, in some case, very encouraging entry numbers. Once more we say what talent that we have in our Organisation! Singling out one of the Competitions – the Choir Competition held on March 26th – how wonderful it was to see (and hear!) 2 of our ‘country Companies’ compete having taken the trouble to travel to the venue in Clontarf in Dublin. They, like all the entries, were absolutely terrific. Such a joy to hear all the young voices singing in perfect harmony. Our full Programme of National and for the first time, Intermediate PE Competitions took place and were enjoyed by all – both participants and audience. The entry numbers, particularly in the Intermediate Section, were very encouraging. Two of our Captains stepped down at the end of the Session. Our ‘Thanks’ and the ‘Thanks’ of their Companies, go to both Jean and Clare for all their work and dedication. Their going, however, leaves us with two Companies without Leadership. Both of these Companies are located in South Dublin and have been in existence for many years. If anyone reading this knows of anyone who would be willing to help keep GB flourishing in either Dun Laoghaire or Kill o’ the Grange, please contact our HQ in Sandymount. Our Contact Details are on our Website (details below). It would be extra special if there were some Past Members out there who would be happy to ‘whiten their runners’ and get involved! The Session closed for most Companies during April with Displays, Parents’ Evenings and Prize giving’s taking place. Once again, we cannot close this Report without paying our respect, and offering our ‘Thanks’, to all the magnificent GB Leaders we have in The Girls’ Brigade Ireland. These ladies are all volunteers who give so readily of their time and talents and without them we couldn’t continue. Since 1893 when Girls’ Brigade was founded in Ireland, our Leaders have nurtured and guided countless numbers of girls – so many of whom have gone on to become

Leaders in the Organisation. We must be doing something right! We look forward to seeing girls of all ages back in our Companies in September 2024. In addition, most Companies would welcome new Members – and Leaders. To find out more, or to keep up to date with The Girls’ Brigade Ireland, visit our website on www.girlsbrigadeirl.ie, or follow us on Facebook or Twitter. Our Headquarters Office is open Tuesday through Thursday.

**THE BOYS’ BRIGADE AND GIRLS’ ASSOCIATION
IN THE REPUBLIC OF IRELAND
ANNUAL REPORT SESSION 2023-2024**

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 5 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 adolescence, from dependence to independence and provide opportunities for their personal, social and spiritual development.

The BB working continuously with children and young people for 133 years in Ireland is proud that its principal 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

Within the Region there are currently:

- 3 Companies in the Eastern District ...
2nd, 7th and 10th Dublin

Sadly, we have to report that 12th Dublin did not operate during this Session –. The Management Committee have been continuing contact with the Company leadership and Parish with a view to reopening this Company if possible.

The BB had a stand at General Synod in May 2023 to publicise the work of the Boys’ Brigade and to try to encourage clergy to consider opening a company in their

parishes. We have also sent out publications to local Diocesan Magazines to help with Membership and Companies already active and those that are inactive.

Thank you to the Company Captains/ Correspondents and Leaders for their work over the years, especially those that have stepped down from their role during this session.

Obituary

We acknowledge with deep gratitude the service and witness of members of the BB who passed to higher service during the session. In particular we remember Philip Denner, Vice- President who passed on 3rd December 2023, Daniel O'Mahony, Leader in the 7th Dublin Company who passed on 25th December 2023.

Management Committee

The Management Committee, consisting of Philip Denner, Richard Codd, Gavin Rothwell, Olive Good, Philip Daley and Alan Privett, met throughout the Session. The Management Committee is responsible for the day-to-day management of the organisation and the Regional Administrator acts as the Secretary of the organisation. During the session the Management Committee have considered many issues covering a wide range of topics including the resumption of national, district and company activities and the ongoing impact of The Charities Regulatory Authority's Code of Governance on the organisation over the coming years. Under the Charity legislation the Management Committee acts as the Trustees of the Charity.

The District Committees did not meet during the session due the focus being on the resumption of activities at company level but would normally meet twice a year, however the Management Committee held meetings with the District Co-ordinators and Captains during the year to keep in touch and find ways to support companies during the pandemic.

All structures within the Region, including Companies, will be encouraged to take part in The Brigade's "Building Stronger" Campaign and build on the quality The BB offers as an organisation.

Activities

The Activities Committee provides national events for the organisation. As the focus in the session 2023/24 was the resumption of activities and the ongoing support of

activities at company level, no National events were organised during 2023. However, a large National event took place on the 20th April in Emerald Park where there was over 200 in attendance from a range of Companies across the Republic of Ireland. It was such a success that reports from Companies that attended wished for an event like this in the coming years. A smaller inter- District event also took place on 2nd March 2024 in Castlecomer with a total of 36 Members and Leaders taking part. The final District event of 2023 happened in December for the Eastern District where they went to Tibbradden Forest for a Zipit Course and a favourite activity of The Boys' Brigade.

In order to promote the organisation and encourage new members to join companies as they reopened after Covid, advertisements were placed in various Church magazines at Diocesan level. Promotional materials from Brigade HQ were amended so that they are suitable for companies in Ireland, and these are available to be tailored to each individual company.

It is intended that the Activities Committee will organise some more events over the coming session either at intercompany, District or National level. If Leaders have suggestions for suitable events, the Committee will welcome all ideas in that regard. Please contact ROI HQ or Gavin Rothwell.

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.

Face to face trainings recommenced in the Session 2023/24 with our training team providing training tailored to the needs of companies. The training team visited a number of companies throughout the country to establish their training needs and followed this up with training evenings for the leaders in those companies. The Companies that were visited include 2nd Dublin, 1st Athy.

The Training Director, Alan Privett, and members of the training team attended a Training of Trainers course in Carronvale in Scotland in January 2023 where they covered topics such as Ice breakers, Competences, Skills and Qualities required of a Trainer, The Theory of Group Dynamics, Developing Facilitation and Presentation Skills, The Trainers' Hub, and Training Techniques. Material to assist with presenting Youth Leadership Training, Holiday Leadership, and Company

Management Training for Captains and Leaders-in –Charge, will soon be available for the trainers through The Trainers’ Hub.

A President’s skills course was held for Senior members on Saturday 9th March 2024 to enable these Members to complete their President’s badge work. There were 6 Young People attended from 1st Glaslough and 7th Dublin Company.

Districts and Company Activities

As the focus in 2023 was the resumption of companies and the support of company activities, some District events were held to boost morale.

We were pleased that many more companies managed to resume activities during the Session 2023/24 and that Membership continues to grow. We hope to return to pre-Covid levels soon as many members had aged out of sections and many companies were starting from low numbers. The Management Committee provided ongoing support to the leadership of companies to encourage them in this task of finding new members and new leaders.

We are indebted to all Leaders throughout the Companies for all the work they undertook during the session.

Child Protection

The Management Committee updated the Child Safeguarding Statement for the organisation in line with the Children First Act 2015. The Regional Safeguarding Panel continue to work with the Safeguarding Manager in Brigade HQ to ensure that safeguarding training modules and safeguarding resources produced by Brigade HQ are in line with Irish legislation.

During the Session two very successful Child Safeguarding training sessions were held on Zoom and 14 leaders from across the country attended these. Leaders continued to be re-vetted in accordance with our Child Safeguarding Policy.

National Youth Council of Ireland

The Boys’ Brigade has continued its membership of the National Youth Council of Ireland. 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

During the session the Boys' Brigade continued to participate in the Shared Service Project introduced by the National Youth Council of Ireland and the Department of Children, Equality, Disability, Integration and Youth to assist small organisations working towards their compliance with the Charities Regulator's Code of Governance and to assist them with maintaining their financial records. The participation in this project has been invaluable in assisting the Management Committee in their compliance work.

Finance

Our main sources of income continue to be membership contributions, together with the Department of Children, Equality, Disability, Integration and Youth Service Grant Scheme (YSGS) and Youth Capital Funding Scheme 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 and the Chalgrove Trust, who have continued to support us 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 last Session, but we wish to record our thanks to the many Leaders, Past Members and friends who have assisted the Region 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 Regional Administrator

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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: dgsecretary@dublinchurchofireland.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