

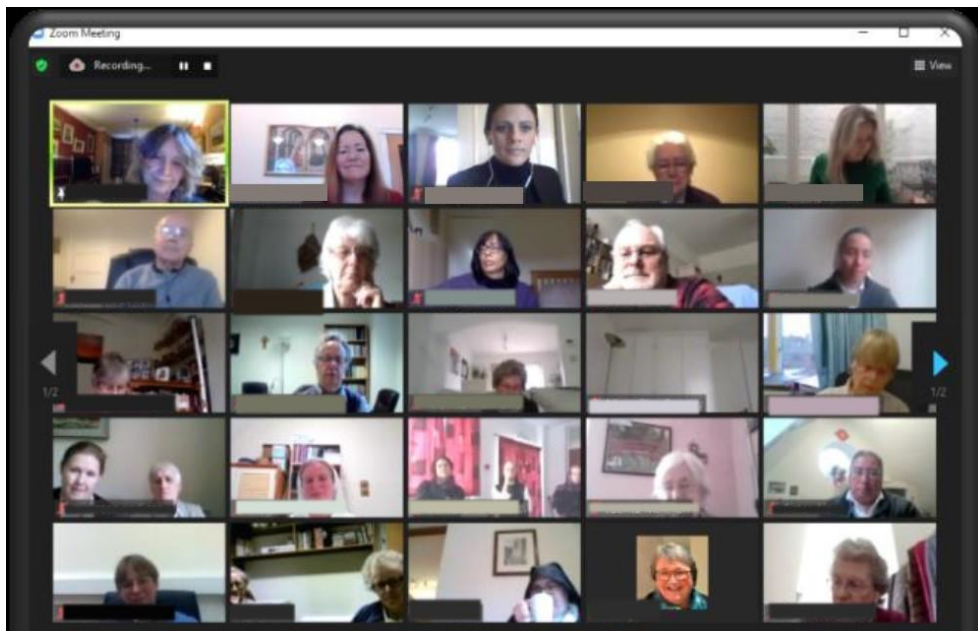


CONFERENCE *of* RELIGIOUS
England & Wales

ANNUAL REPORT AND ACCOUNTS

30 SEPTEMBER 2020

THE CONFERENCE OF RELIGIOUS IN ENGLAND AND WALES



Contents

Reports

Reference and administrative information	1
Report of the Executive Committee	2
Independent auditor's report	22

Accounts

Statement of financial activities	25
Balance sheet	26
Principal accounting policies	27
Notes to the accounts	31

Appendix	38
-----------------	-----------

Reference and administrative information Year to 30 September 2020

Executive Committee	Fr Paul Smyth CMF (President) Sr Frances Orchard CJ (Vice President) Sr Sue Berry (Anglican Associate Member) Sr Bernadette Boland Sr Philomena Bowers RSM Sr Ellen Flynn DC Sr Margaret Donovan HC Fr Robert Marsh OSA Sr Monica Matthews (appointed Oct 2019) Rev Kenneth Okoli CSSP
General Secretary	Valerie Nazareth
Principal office	St Philomena's 70-71 Euston Square London NW1 1DJ
Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL
Investment manager	CCLA Investment Management Limited Senator House 85 Queen Victoria Street London EC4V 4ET
Banker	The Royal Bank of Scotland plc 48 Haymarket London SW1Y 4SE
Solicitors	Stone King LLP 13 Queen Square Bath BA1 2HJ

Report of the Executive Committee Year to 30 September 2020

The trustees of the Conference of Religious (CoR) present their report together with the audited financial statements of the charity for the year ended 30 September 2020.

The financial statements have been prepared in accordance with the accounting policies set out on pages 27 to 30 of the attached accounts and comply with the charity's trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

INTRODUCTION

The Conference of Religious (CoR) is a small charity, with around 240 members who are superiors of religious orders or their nominees, in the Roman Catholic Church, both male or female, working in the United Kingdom and beyond. The charity also has a small number of Anglican congregations who are associate members.

OBJECTIVES AND ACTIVITIES

The object of the charity is to promote the welfare of apostolic institutes of Religious in the Catholic Church in England and Wales, while respecting the autonomy, nature and spirit of each other. This includes:

- ❖ effecting closer co-operation with each other and with various other religious bodies and individual bishops;
- ❖ providing representation with constituted authorities, both ecclesiastical and civil.

Vision Statement of the Conference of Religious

The Conference of Religious seeks to be a dynamic and proactive presence in the Church and the world today.

Mission statement of the Conference of Religious

The Mission of CoR is to:

- ❖ enable the prophetic voice of Religious Congregations to be heard making Religious Life better known;
- ❖ unite its membership in collaborative initiatives translating Gospel vision into reality; and
- ❖ offer support to its membership and particularly those in positions of leadership.

OBJECTIVES AND ACTIVITIES (continued)

Our Values

All our activities are inspired by Gospel Values.

The hallmarks of CoR are:

- ❖ unity in diversity
- ❖ justice
- ❖ integrity
- ❖ hope

Our Aims and Objectives

To create a Prophetic Voice that gives witness to the values of the Gospel

- ❖ to be a prophetic, corporate, pro-active voice in the Church and in Society;
- ❖ in particular, to speak on behalf of people who live on the margins, promoting justice;
- ❖ to promote visible witness of the Good News of Jesus Christ, and Gospel values in reality today;
- ❖ to witness to the gift of community living; and
- ❖ to witness to unity in diversity.

To generate and participate in Networks that promote Collaboration

- ❖ to actively promote collaboration amongst members;
- ❖ to find ways of improving communication between members;
- ❖ to promote greater links with Vicars for Religious;
- ❖ to seek greater dialogue with the Church and its agencies at national and local level;
- ❖ to foster coordinated liaison with the Bishops, nationally and in local dioceses;
- ❖ to build deeper ecumenical relationships; and
- ❖ to liaise with other Conferences of Religious internationally.

OBJECTIVES AND ACTIVITIES (continued)

Our Aims and Objectives (continued)

To serve and support Religious in England and Wales

- ❖ to provide easy access via the CoR office to enquiries and to respond to members' needs;
- ❖ to develop structures of mutual support;
- ❖ to set up a professional database and informal group mailing systems;
- ❖ to find ways of sharing gifts, skills and resources, ideas, books etc;
- ❖ to be active participants in Safeguarding initiatives in the Church in England and Wales;
- ❖ to participate in the work of Vocations and to support the National Office; and
- ❖ to encourage and support the formation of new Religious Life initiatives.

The charity pursues these objectives by operating through its Executive Committee and other committees and groups drawn from the expertise of the membership and professionals and coordinated through the Secretariat led by the General Secretary. The Secretariat disseminates information, organises conferences and meetings and maintains links with Religious and other bodies that have similar interests.

Public benefit

CoR exists to support and promote the work of Religious in England and Wales. The members of CoR are involved through their ministry in a wide range of activities including: education, pastoral support, healthcare, working with refugees and victims of modern-day slavery, chaplaincy and counselling, which are all of direct benefit to the public.

By providing the opportunity for collaboration and undertaking the other activities on behalf of its members that are outlined in this report, CoR assists in the provision of the public benefit, by our member congregations.

When setting the objectives and planning the work for the year and future activities, the members of the Executive Committee have given careful consideration to the Charity Commission's general guidance on public benefit.

ACTIVITIES AND PERFORMANCE

The Secretariat

The Office Move

After several years in which the Secretariat has been located at 3 Montpelier Avenue, Ealing for which we are extremely grateful to the Benedictine monks at Ealing Abbey, we moved the Secretariat to new premises in Euston where we have the benefit of being well connected with the rest of the country as well a dedicated meeting room. We are grateful to the Servants of the Mother of God for helping us with this accommodation and for making the transition go so smoothly. Sadly, less than a month after we moved we were obliged to start working from home. We look forward to being able to make full use of the new premises.



Staff changes

In September we said goodbye to Ravina Saluja our administrative coordinator and in October we welcomed Charlotte Vassallo, a new administrative coordinator. Charlotte has quickly become an important and valued part of our team.

In July we welcomed a new member of the team, Ms Dani Wardman, as Safeguarding Advisor. Dani has been working remotely since her appointment but this has not stopped her commencing the job with great energy and initiative. More information about this new role, and what Dani has been doing will be found in the Safeguarding section of this Report.



ACTIVITIES AND PERFORMANCE (continued)

Impact of Covid

Like everyone else, CoR was affected by the impact of Covid-19. The Secretariat team began working from home in March 2020. Staff used laptops and mobile phones to do as much of the work as possible. Meetings began by Zoom, firstly Executive meetings and subcommittee meetings and later, meetings attended by members. We are grateful to everyone who has shown resourcefulness and flexibility in this period.

The greatest impact on our activities has been the cancellation of meetings, starting with two meetings concerning *Laudato Si* which we were due to hold in March. On 26 March we were due to celebrate the move into our new premises with an office blessing, witness procession and mass at the church of Saint Aloysius celebrated by Cardinal Michael Fitzgerald, which was to be followed by a small reception. Sadly, this was cancelled along with a conference about Digital Communications.

Most significantly, our three day AGM, which was scheduled as usual at the Hayes in Derbyshire in May, had to be cancelled. Because of this, we were unable to hold the elections to the Executive Committee, which are usually held at the AGM. We have written to the Congregation for Institute of Consecrated Life and Societies of Apostolic Life (CICLSAL) explaining the difficulty of holding elections this year and we propose to postpone the elections until the next AGM in May 2021. We are grateful to the members of the Executive who have continued in post beyond the period which they planned to be on the CoR Executive. The usual AGM was replaced by a one-day meeting held on Zoom on the 28 October for Congregational Leaders and delegates, when the focus was on the activities of CoR. This was followed by a General Meeting, again on Zoom, with the theme of embracing the future with hope.

Although our work was inevitably affected by Covid and one member of the team was furloughed for a brief period, much of what we wanted to achieve has been carried out. In particular, we were able to advertise for and recruit a new safeguarding lead who we appointed and inducted during the period of lockdown. Also, on the positive side Covid-19 has accelerated the pace of change in our use of video conferencing in place on meetings. While we look forward to holding meetings in person, we recognise online meetings bring environmental benefits, via reduced travel, and enable wider participation in our activities.

Statutes

Changes to the Statutes of the Conference of Religious have to be approved by CICLSAL. For some years now CoR has been seeking to update its Statutes to make them more flexible and more in keeping with current practice. Following correspondence with CICLSAL and visits to Rome to discuss the changes we wished to make, revisions to the Statutes have now been approved by CICLSAL.



CONGREGATIO
PRO INSTITUTIS VITAE CONSECRATAE
ET SOCIETATIBUS VITAE APOSTOLICAE

ACTIVITIES AND PERFORMANCE (continued)

Meetings

General Meeting

The General Meeting held on 14 November 2019 at Westminster Cathedral Hall was attended by more than 130 people. The keynote speaker was Sr Veronica Openibo SHCJ,



who participated in the Vatican summit on the Protection of Minors in February 2019. Her wide-ranging presentation included safeguarding, the role of the International Union of Superiors General (UISG) at Vatican summits, the position of women in the Church and the question of women deacons.

Care for the Environment

At the 2019 General Meeting, plans were outlined for an ecology group to focus on 'Care for our Common Home.' One of the early steps we initiated was for Religious to attend one



of three sessions in Lent across the country, on Laudato Si. Because of the pandemic only one took place, in Salford. Religious from across the northwest, the north and the Midlands were present and Bishop John Arnold joined us for the opening session.

To follow on from this initiative, we are now co-sponsoring autumn webinars by Operation Noah on divestment/ investment. We are also working with Fr Martin Newell CP on providing Zoom meetings on 'Discipleship in a Climate Crisis'. We will be returning to the topic in early 2021.

ACTIVITIES AND PERFORMANCE (continued)

Meetings (continued)

Meetings about Safeguarding Developments and the Independent Review

In June we held a series of seven meetings by Zoom, six for Congregational leaders and one for Safeguarding leads to update and inform religious about Independent Inquiry into Child Sexual Abuse (IICSA) and the Independent Review organized by the Catholic Church and encourage engagement with the Independent Review. This work will be on-going into 2021.

Training on dealing with survivors of abuse

In September we held twelve sessions on dealing with survivors of abuse. The aim of these sessions was to make attendees feel more confident should they ever speak to a victim of abuse. The 1.5 hour training on Survivors of abuse focused on: who Survivors are and the impact of abuse, why they stay silent, when they come forward, useful things to know when dealing with a Survivor, how to handle a Survivor contact, how to look after yourself and Survivor safeguarding basics. Separate sessions were held for Congregational Leaders and Safeguarding Leads. Over 120 people attended and further sessions are planned for early 2021.

Safeguarding children and vulnerable adults

CoR continues to focus on safeguarding. As well as it being part of the Executive's standing agenda items, we also have a specialist safeguarding subgroup, CORSC. As detailed below, IICSA and the Independent Review have been our main areas of focus over the past year. We have also worked with NCSC and CSAS to ensure members are being represented and involved in decision making and have appointed a CoR Safeguarding Adviser

CoR Safeguarding Committee (CORSC)

This year saw our chair Mrs Eileen Campling step down from her role on the committee. We would like to thank her for her hard work, we will miss her expertise. We welcomed Mrs Elizabeth Bano into the role of chair.

Liz Bano is a safeguarding expert who runs her own consultancy and who brings a wealth of expertise to the role.

Also, this year we said goodbye to Sr Claire Smith RSM for whose service we are grateful. We have appointed the following new members to CORSC - Sr Eileen Glancy DC, Safeguarding Lead for the Daughters of Charity and Fr Nicholas Edmond-Smith Cong Orat. Provincial of the Oxford Oratorians and Fr David Smolira SJ.



ACTIVITIES AND PERFORMANCE (continued)

Safeguarding children and vulnerable adults (continued)

CoR Safeguarding Committee (CORSC) (continued)

During the course of the year the committee dealt with a range of issues including the following:

- ◆ IICSA, in particular the matters that come out of the hearings in October-November 2019
- ◆ Independent Review
- ◆ Liaison with CSAS
- ◆ Training needs
- ◆ Development of a Statement regarding Spiritual Directors
- ◆ The Independent Review

Membership of the National Catholic Safeguarding Commission (NCSC)

Sr Eileen Glancy DC and Fr Nicholas Edmond-Smith Cong Orat are the religious members of the NCSC and Ms Dani Wardman, CoR's Safeguarding Adviser, will also be attending meetings.

Independent Inquiry into Child Sexual Abuse – IICSA

In 2019 much of CoR's work was dominated by preparation for the IICSA generic hearing into the Catholic Church which took place from 28 October to 8 November. Fr Paul Smyth, CoR's President gave evidence at the hearing. Work continued into the summer of 2020 with the report due in the autumn. During the hearings evidence was given about failings within safeguarding process and policy, inadequate record keeping, insufficient risk assessments as well as a lack of empathy and understanding of Survivors. CoR is and will continue to work closely with CSAS to ensure that process and policy is accessible to and appropriate for religious and to support the training available to Religious.

The Independent Review of Safeguarding Structures and Arrangements

CoR engaged closely with Ian Elliott during 2020. He met the General Secretary in January, attended meetings with the Executive in March and again in May and met with CORSC in March. Another member of the Review Panel, Sarah Dobson CJ attended meetings with CORSC over the summer. Most importantly, CoR organised a series of meetings in June, as outlined above, which were primarily aimed at encouraging religious to engage with the Independent Review.

ACTIVITIES AND PERFORMANCE (continued)

Safeguarding children and vulnerable adults (continued)

Appointment of a Safeguarding Adviser

Bearing in mind the amount of time needed to deal with safeguarding issues and the changes that are likely to result from IICSA and the Independent Review, the CoR Executive decided that a dedicated safeguarding role within the organisation was needed.

CoR took steps early in 2020 to apply for a grant to support the appointment of a Safeguarding Adviser. In April, a three-year grant was confirmed and Dani Wardman was appointed in June. Dani, who has a great deal of experience in working with Survivors of abuse, brings a victim focused approach to CoR's work in this area. She began work in July. Her work includes training e.g. working in with Survivors of abuse, liaison with CSAS and others, provision of resources and more.

As outlined in the section on Meetings above, in September we held a series of training sessions by Zoom on dealing with Survivors of abuse.

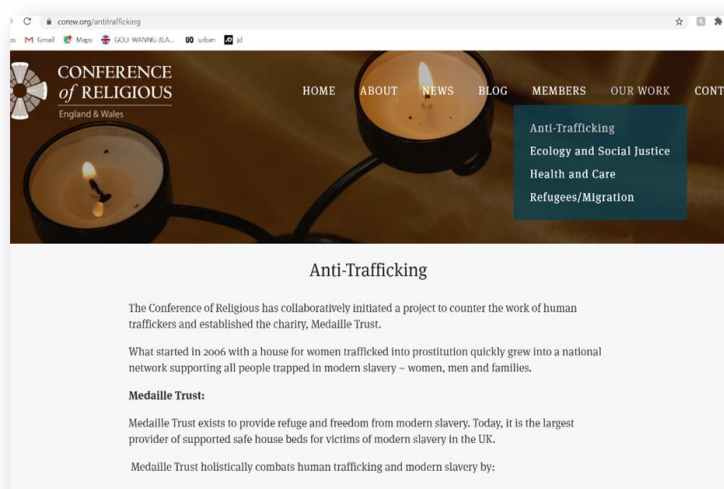
Looking forward

The reports from IICSA and the Independent Review were received in October and November respectively and we have been engaging with their recommendations. The changes in the area of safeguarding is a priority for us. Therefore, we anticipate that safeguarding will continue to be very high on CoR's agenda in 2020/21.

Communications and development

Our Website

We have made changes to the sections of the website beyond the front page and the 'news' content. We streamlined the 'Our Work' section so that it has a much clearer drop down menu, outlining four main areas:



ACTIVITIES AND PERFORMANCE (continued)

Communications and development (continued)

Our Website (continued)

Similarly, we gave thought to the drop down menu for the 'Members' area, which has now been greatly improved with fresh headings, making it much easier to navigate and find content.

Raising the Profile of Religious

Our Communication Lead continues to delve into the wonderful initiatives and various ministries of the Religious of England & Wales, writing articles for www.corew.org and distributing these items to various news outlets. Also the website offers an opportunity for individual Religious to share reflections in the 'blog' section. It's all aimed at raising the prophetic voice of Religious at a time when our society and our world is crying out for hope.

Since September 2019 CoR has contributed a number of high profile articles on the widely read Independent Catholic News website, with further material in The Tablet and Catholic Herald.

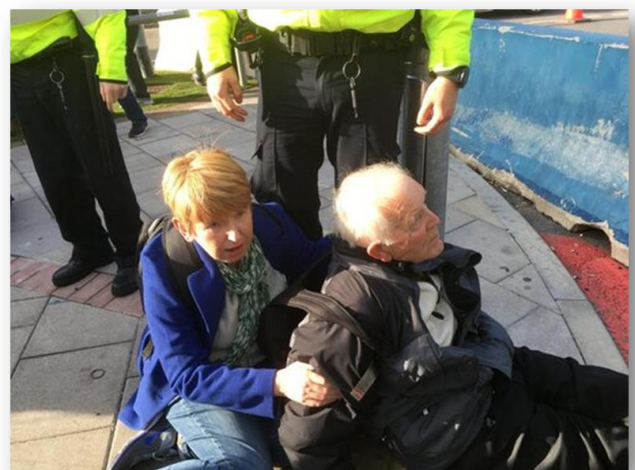
Particular highlights

In the run up to the canonisation of St JH Newman, an item about the Sisters at Littlemore who keep his former home open to visitors, was published in the Catholic Herald and became the most popular item on ICN.

<https://www.corew.org/news/2019/9/27/religious-sisters-reflect-on-their-role-at-littlemore-at-this-historic-moment>

The involvement of religious in the struggle to raise the issue of climate change and to care for our common home has also attracted a lot of media coverage over the year, with the activism of Fr Martin Newell CP and Sr Katrina Alton CSJP becoming the 'most read' item on ICN last October:

<https://www.indcatholicnews.com/news/38087>



We followed this up in December 2019 by a widely read article – 'Green to the CoR' – looking at tangible steps being taken in ecology, for instance - Sr Margaret Atkins OSA making changes at Boarbank Hall and Sr Shirley Aeria FMDM in Croydon who has integrated conservation into her ministry.

ACTIVITIES AND PERFORMANCE (continued)

Communications and development (continued)

Raising the Profile of Religious (continued)

Particular highlights (continued)

Then in January 2020 there was a reflection by Sr Frances Orchard CJ on congregational discernment around divestment.

In October we ran a session on social media at the annual meeting in Hinsley Hall of the Vicars for Religious. Using the big screen, we examined what those Religious already on social media are currently doing and we exchanged ideas on how Religious could use these new channels of communication to raise their profile and lend their prophetic voice to the many challenges society is facing:



There was also a lot of interest in a Papal award for the first female Catholic chaplain at Gatwick airport, Sr Jo Threlfall SND:

<https://www.indcatholicnews.com/news/38010>

All over Christmas 2019 a profile of Sr Mary Joy Langdon IJS, who runs an inner city riding stable, stayed at the third most read item on The Tablet online.

<https://www.thetablet.co.uk/blogs/1/1341/when-christmas-day-is-still-a-day-in-a-stable>



In January there was widespread take up of an item about an Ordinariate congregation in search of a new home which provided a wonderful account of their faith as they journey forwards:

<https://www.indcatholicnews.com/news/38736>

ACTIVITIES AND PERFORMANCE (continued)

Communications and development (continued)

Media Training

In the autumn of 2019 Bernadette Kehoe conducted a media training session for religious at Mater Ecclesiae convent in the Midlands. This followed previous similar sessions in Ealing and Manchester as outlined in our last Report. We hope to offer further training sessions, albeit online, in the near future.



Report from the health and care group

The Group was convened as a result of a meeting held during the 2019 CoR AGM at which Susan Thomas spoke about the range of health issues in Religious Congregations. The group is coordinated by Susan Thomas and the members are Bernie Boland, IBVM (and member of CoR Executive), Sr Jacinta Boland, Religious Sisters of Charity, Margaret Bannerton, Daughters of Charity, Doreen Cunningham, Sisters of Nazareth and myself, Monica Mathews Holy Child as Chair of the group. Together we bring a variety of experience and knowledge to the work of the group, combined with a sincere wish to help other Religious who can often feel they are struggling with healthcare matters.

Our first meeting was held in August 2019, when we agreed our Terms of Reference. We see that our purpose is to work on behalf of CoR to provide general information, advice and support to Religious who are involved in caring for the elderly living in communities or in care homes.

A short survey was sent out to members in an attempt to ascertain where the greatest areas of need are. There was limited response to this, but nevertheless some common issues became evident and we have attempted to respond to some of these, as well as to issues and concerns raised by individual members. Susan, in particular, has been able to provide advice about a number of concerns which have arisen particularly during the pandemic situation.



ACTIVITIES AND PERFORMANCE (continued)

Report from the health and care group (continued)

We had hoped to hold two workshops, one in the north and one in the south, but it is intended that these will now take a shorter form via teleconference under the current difficulties regarding face-to-face meetings.

There are many aspects to Health and Care that we know Religious are often struggling with and we try to provide support, advice assistance where we can. We also try to put Congregations in touch with each other where we think there may be a mutual benefit.

We hope to be able to develop a map of all Religious Care homes across the UK. This will include those who are CQC or CIW registered and not CQC or CIW registered. We think this will really help us to understand where there is provision and opportunities for sharing of resources and possibly partnership working as many of you have expressed interest in this.

We have also established contact with Clive Chapman who, on behalf of the Bishops and working with CSAN, has been asked to look at the whole area of care provision across the Catholic community in England. He is looking for ways in which Religious Communities are actively involved in running care homes with a Catholic ethos, and are open to the Lay Catholic Community. If anyone feels they could help by talking to Clive about this, then please do ask for his details.

In response to an issue raised by members the group, and others representing CoR, engaged with various government departments to lobby for them to provide Covid-19 tests for care homes run by members which are not registered with CQC and, therefore, were unable to access testing for staff and residents.

Sister Monica Matthews

Collaboration with others

CoR continues to work to represent Religious and enhance relationships with others in the Church and the wider community through a variety of means. We work with the Bishops via the Mixed Commission and by sitting on committees such as the Catholic Council for the Independent Commission into Child Sexual Abuse, the CBCEW Department of Justice Committee and the Let's Be Honest Group which focuses liturgy and pastoral work for victims of abuse and their families. In Church safeguarding we are represented on the National Catholic Safeguarding Commission and the Breaking Boundaries Project. We have representation from other groups on the Executive such as the Anglican Religious congregations and the Vicars for Religious. We also collaborate by joining other organisations such as the Churches Legislative Advisory Service and UCESM. And we try to find Religious to sit on the committees of organisations such as the St Luke's Centre, more information about aspects of this work will be found below.

ACTIVITIES AND PERFORMANCE (continued)

Collaboration with others (continued)

Those who sit on the committees and groups mentioned above help to ensure that CoR is kept abreast of activities and developments elsewhere. These include:

- ◆ The Mixed Commission – Fr Paul Smyth cmf, Sr Frances Orchard CJ and Sr Ellen Flynn DC
- ◆ CBCEW Department of Social Justice – Sr Margaret Donovan HC
- ◆ CCIICSA – Valerie Nazareth
- ◆ Anglican Committees – Sr Margaret Shepard NDS sits on the Anglican Committees and Sr Sue Berry CSF is the Anglican representative on the CoR Executive
- ◆ St Lukes' Centre, Manchester – Fr Eamonn Mulcahey CSSp
- ◆ The National Catholic Safeguarding Commission – Sr Eileen Glancy DC; Fr Nicholas Edmonds-Smith Cong Orat and Ms Dani Wardman
- ◆ Let's Be Honest – The CBCEW Liturgy and Pastoral group for victims of abuse and their family – Sr Ellen Flynn DC
- ◆ Boundary Breaking: Ecclesial-cultural Implications of the Sex Abuse Crisis within the Catholic – Sr Frances Orchard CJ and Dani Wardman

FUTURE PLANS

Safeguarding will continue to be a priority for us, both in terms of changes to church procedures and structures and in terms of raising awareness and confidence amongst member congregations about the needs of victims and in terms of support for those religious dealing with allegations. We feel well placed now to respond to the Independent Review and IICSA Report.

Our topic for the General Meeting of 2020 was Embracing the Future with Hope, a theme we hope to develop over the coming year.

Another area of focus will be Care for the Environment beginning with the autumn webinars by Operation Noah on divestment/ investment and the Zoom meetings on 'Discipleship in a Climate Crisis'.

FINANCIAL REVIEW

Results for the year

The statement of financial activities shows that net income for the year before gains on investments was £57,727 (2019: net income of £23,528). Net gains on the revaluation of investments were £53,084 (2019: £63,250) leading to an overall increase in funds of £110,811 (2018: £86,778).

Income comprised mainly of membership fees, income from meetings and investment income. Some members continued to subscribe amounts in excess of their actual fees so that those members whose resources are more limited are not prevented from participating in conferences and other activities.

Investment policy and performance

The charity's investments, managed by CCLA Investment Management Limited, were valued at £923,857 (2019: £870,773) at the year end date.

The investment managers operate within specific, ethical guidelines which are set out and reviewed periodically by the Executive Committee. The ethical guidelines mean that the charity cannot invest in any company connected with armaments, gambling, tobacco, alcohol, contraception and known social injustice in the third world. The charity's investment policy is to maintain a balance between capital growth and income, so that, over the long term, the real value of assets will be maintained.

In accordance with the above policy, investments were held in COIF Charities Ethical Investment Fund Income Units and COIF Charities Ethical Investment Fund Accumulation Units during the year. The holding returned a total yield (income and capital) of 10.2% for the year.

Raising funds

The charity aims to achieve best practice in the way in which it communicates with members and other supporters. It takes care with both the tone of its communications and the accuracy of its data to minimise the pressures on members and supporters. It applies best practice to protect members' and supporters' data and never sells data, it never swaps data and ensures that communication preferences can be changed at any time. The charity manages its own activities in respect to raising funds and does not employ the services of professional fundraisers. The charity undertakes to react to and investigate any complaints regarding its activities for raising funds and to learn from them and improve its service. During the year, the charity received no complaints about such activities.

FINANCIAL REVIEW (continued)

Reserves policy

The members of the Executive Committee consider that it is essential to have in place an appropriate amount of working capital so that the charity may meet its liabilities as and when they fall due. To meet this objective, the members of the Executive Committee consider that funds available for working capital and held as free reserves should be equivalent to at least six months' operating expenses.

Covid-19 is likely to have a noticeable impact on CoR's finances. In terms of income, this impact is likely to be felt in the following areas:

a) Subscriptions

We anticipate that as a result of the crisis, in addition to the usual year-on-year decrease in subscriptions that we have seen over the last few years, (which is the result of an ageing population within our membership which is not matched by vocations), we anticipate that there could be a further 10% drop in subscriptions received this year which will be incurred on an ongoing basis.

b) Loss of income from meetings

As a number of our meetings this year have been cancelled, most notably the AGM, there may be some reduction in unrestricted income for CoR. However, this is not anticipated to be more than £3,000.

c) Loss of income from investments

There may be a drop in investment income due to the falls in the value of listed investments as a result of the Covid-19 pandemic. The quantum of the drop cannot be determined accurately at the current time but it is not anticipated to be material given that the charity's investments are held in funds for which an income reserve has been built up by the investment managers in prior periods.

Another consequence of Covid-19 is decreased expenditure. We anticipate that cancelled meetings and reduced day-to-day activities may continue to result in decreased expenditure. However, given that our main items of expenditure are salaries and rent, which remain payable this will not lead to a significant saving.

Financial position

At 30 September 2020, the charity had total net assets of £1,182,232 (2019: £1,071,421).

Included within these total funds are restricted funds amounting to £48,307 to fund safeguarding advisory and associated activities in the future.

£923,857 (2019: £870,773) of these net assets comprise the charity's investment portfolio and represent a designated fund called the capital reserve fund. Demographic data relating to membership of religious congregations, together with the lower number of current vocations, continue to indicate that further reductions in income may be expected in future years.

FINANCIAL REVIEW (continued)

Financial position (continued)

The charity will rely more and more on investment income in order to fund its charitable work. Consequently, the members of the Executive Committee have set aside, or designated, the value tied up in the charity's investment portfolio as a capital reserve in order to provide a level of assurance that investment income will continue to be generated in future years and thereby 'finance' the charity's work in the long term.

Free reserves at 30 September 2020 stood at £205,225 (2019: £200,648). Comparing this to the charity's reserves policy set out above, it is clear that normally there would be scope to reduce the free reserves. However, members of the Executive Committee believe that these additional reserves will act as a cushion against the continuing impact of Covid-19. The Executive Committee believes that the reserves will be sufficient to enable CoR to continue to operate in the exceptional circumstances created by the pandemic and do not expect material concerns to arise over the charity's financial position. The Executive Committee, therefore, is content also to allow the free reserves to exceed the amount set out in the policy for the immediate future.

PRINCIPAL RISKS AND UNCERTAINTIES

The Executive is continuing to work on assessing the main risks to which the charity is exposed, in particular those relating to the specific operational areas of the charity, its investments, and its finances. The Executive believes that by monitoring reserve levels, by ensuring controls exist over key financial systems, and by examining the operational and business risks faced by the charity, it has established effective systems to mitigate those risks. These systems are also frequently reviewed with a view to possible updates and improvements.

The key risks facing CoR at present is that the financial uncertainty caused by Covid-19. This is dealt with elsewhere in more detail.

The other key risks for the charity, as identified by the Executive, are described below together with the principal ways in which they are mitigated:

Loss of key personnel

The Executive notes the importance of consistency in staff and key personnel within the organisation. It recognises the challenges that the loss of personnel can have on an organisation that relies on a relatively small team of people. To assist in mitigating this risk, a number of strategies are in place. Some of the Executive Trustees hold positions on external bodies, which are important to the effective functioning of CoR. There are also Religious and lay people who participate in aspects of CoR such as its Finance Committee and in respect of safeguarding. The latter includes CORSC (CoR's own Safeguarding Committee), the National Catholic Safeguarding Commission and The Catholic Council for the Independent Inquiry into Child Sexual Abuse.

PRINCIPAL RISKS AND UNCERTAINTIES (continued)

Loss of key personnel (continued)

The CoR Secretariat has now been restructured and appointments made to help ensure the future viability and functioning of the Secretariat for members. One measure of the success of this can be seen in the smooth transition between Administrative Co-ordinators in October 2019; despite the absence of a handover period. Nonetheless, the Executive Committee recognises that the size of the Secretariat makes it vulnerable to any one member of staff being affected by the Covid-19 virus. To mitigate this risk staff are working from home.

Reliance on limited income sources

The reliance on one single source of income has long been recognised as a risk to the future ability of CoR to provide the service that the members require and to ensure that religious congregations are represented in areas of concern. The main source of income is the membership fees. The Strategic Plan highlighted the fact that the number of members is decreasing, resulting in a decrease in the income derived from congregations. This is reflected in the budget for 2020/2021. Addressing this remains outstanding, given the other work necessitated this year by IICSA

It is recognised that many congregations have increasing demands on their income due to care of the elderly and related costs. In recognition of this risk, the Executive has discussed this reality and mandated the General Secretary to explore the possibility of external funding from agencies that support religious congregations. The charity sought external funding towards costs associated with the recruitment a safeguarding adviser.

The Executive also recognise that it receives professional support from companies and notably this year from Buzzacott; Stone King; IBB; D.E. Ford; and CCLA. The charity is indebted to these firms for their advice and guidance.

Risks associated with working from home

Like many other businesses and charities, for much of the year, the CoR Secretariat team has been obliged to work from home, and It is anticipated that this situation will continue for much of the next financial year. The principal risk raised for by this is an increased cyber security risk as all our tasks are conducted online and by phone, increasing the likelihood of phishing, fraudulent emails, texts etc. We employ independent IT specialists to advise on this and our security arrangements include connecting to the office via a secure VPN.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Conference is governed by its own statutes and is registered with the Charity Commission (Charity Registration No. 277024). The property of the Conference is vested in a Trust, regulated by a trust deed dated 20 November 1978, as amended by deeds of variation dated 4 March 1992 and 20 September 2001.

Organisation

CoR is administered by an Executive Committee, members of which constitute the trustees of the charity. At 30 September 2020, the Executive Committee comprised a President, a Vice President, and eight other members.

The responsibility for representing the charity at meetings of other ecclesiastical and civil bodies falls mainly on members of the Executive Committee. However, the day-to-day management of the charity is delegated to the General Secretary. The Executive Committee monitors progress by meeting bi-monthly to receive reports from the General Secretary and other staff members when appropriate. The Executive Committee also maintains financial control by approving the annual budget and receiving management accounts which are prepared on a quarterly basis.

Executive Committee

As stated above, members of the Executive Committee constitute the trustees of the charity. They are incorporated under the provisions of section 251 of the Charities Act 2011 as "The trustees of the Conference of Religious of England and Wales".

Members of the Executive Committee, who served during the year or who were in office at the date on which this report was signed, are set out on page 1.

They are appointed by means of nomination and election procedures at the charity's Annual General Meeting. Each member is elected for a period of three years and is eligible to serve for a maximum of two terms.

Key management personnel

The members of the Executive Committee consider that they, together with the General Secretary, comprise the key management of the charity in charge of directing and controlling, running and operating the charity on a day to day basis.

None of the members of the Executive Committee are remunerated for their services to the charity. The remuneration of the General Secretary is based on market rates. The remuneration is considered annually by the Executive Committee and any increments to the salary are agreed and ratified.

STATEMENT OF RESPONSIBILITIES OF THE EXECUTIVE COMMITTEE

The Executive Committee is responsible for preparing the report of the Executive Committee and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Executive Committee to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period.

In preparing these accounts, the Executive Committee is required to:

- ❖ select suitable accounting policies and then apply them consistently;
- ❖ observe the methods and principles in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102);
- ❖ make judgements and estimates that are reasonable and prudent;
- ❖ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- ❖ prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Executive Committee is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable it to ensure that the accounts comply with the Charities Act 2011, applicable Charity (Accounts and Reports) Regulations and the provisions of the trust deed. The Executive Committee is also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ACKNOWLEDGEMENTS

The Executive would like to thank the members of the Secretariat: the General Secretary, the Communications and Development Lead and the Administrative Co-ordinator for their support and commitment to CoR throughout this year.

Signed on behalf of the Executive Committee:

Paul A Smyth

Member of the Executive Committee Approved on: 26 April 2021



CONFERENCE *of* RELIGIOUS

England & Wales

Independent auditor's report Year to 30 September 2020

Independent auditor's report to the members of the Executive Committee of The Conference of Religious in England and Wales

Opinion

We have audited the accounts of The Conference of Religious in England and Wales (the 'charity') for the year ended 30 September 2020 which comprise the statement of financial activities, the balance sheet, the principal accounting policies and the notes to the accounts. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the accounts:

- ◆ give a true and fair view of the state of the charity's affairs as at 30 September 2020 and of its income and expenditure for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ◆ have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- ◆ the Executive Committee's use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- ◆ the Executive Committee has not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Independent auditor's report Year to 30 September 2020

Other information

The Executive Committee is responsible for the other information. The other information comprises the information included in the Annual Report and Accounts, other than the accounts and our auditor's report thereon. Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- ◆ the information given in the Report of the Executive Committee is inconsistent in any material respect with the accounts; or
- ◆ sufficient accounting records have not been kept; or
- ◆ the accounts are not in agreement with the accounting records and returns; or
- ◆ we have not received all the information and explanations we require for our audit.

Responsibilities of the members of the Executive Committee

As explained more fully in the statement of responsibilities of the Executive Committee, the members of the Executive Committee (who are the charity's trustees) are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the Executive Committee determines is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the Executive Committee is responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Committee either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

Independent auditor's report Year to 30 September 2020

Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts 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 (UK) 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 accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the members of the Executive Committee, (who are charity's trustees), as a body, in accordance with section 144 of the Charities Act 2011 and with regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the members of the Executive Committee those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the members of the Executive Committee, as a body, for our audit work, for this report, or for the opinions we have formed.

Buzzacott LLP
Statutory Auditor
130 Wood Street
London
EC2V 6DL

25 May 2021

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities Year to 30 September 2020

	Notes	Unrestricted funds £	Restricted funds £	2020 £	Unrestricted funds 2019 £
Income from:					
Investments and interest receivable	1	15,529	—	15,529	15,373
Charitable activities	2	193,303	59,000	252,303	233,451
Total income		208,832	59,000	267,832	248,824
Expenditure on:					
Charitable activities					
. Promotion of the welfare of Apostolic Institutes of Religious in England and Wales	3	199,412	10,693	210,105	225,296
Total expenditure		199,412	10,693	210,105	225,296
Net income before investment gains	4	9,420	48,307	57,727	23,528
Net investment gains	8	53,084	—	53,084	63,250
Net income and net movement in funds		62,504	48,307	110,811	86,778
Reconciliation of funds:					
Fund balances brought forward at 1 October 2019		1,071,421	—	1,071,421	984,643
Fund balances carried forward at 30 September 2020		1,133,925	48,307	1,182,232	1,071,421

All income and expenditure in the year to 30 September 2019 related to unrestricted funds.

All of the charity's activities derived from continuing operations during the above two financial periods.

All recognised gains and losses are included in the above statement of financial activities.

Balance sheet 30 September 2020

	Notes	2020 £	2020 £	2019 £	2019 £
Fixed assets					
Tangible assets	7		4,843		—
Investments	8		923,857		870,773
			928,700		870,773
Current assets					
Debtors	9	17,131		6,678	
Short term deposits		150,000		150,000	
Cash at bank and in hand		156,453		120,892	
		323,584		277,570	
Liabilities					
Creditors: amounts falling due within one year	10	(70,052)		(76,922)	
Net current assets			253,532		200,648
Total net assets			1,182,232		1,071,421
The funds of the charity:					
Unrestricted funds					
. General funds			205,225		200,648
. Tangible fixed assets fund	11		4,843		—
. Designated funds	12		923,857		870,773
			1,133,925		1,071,421
Restricted funds	13		48,307		—
			1,182,232		1,071,421

Approved by the members of the Executive Committee and signed on their behalf by:

Paul A Smyth

Member of the Executive Committee:

Approved on: 26 April 2021

Principal accounting policies Year to 30 September 2020

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are laid out below.

Basis of preparation

These accounts have been prepared for the year to 30 September 2020 with comparative information provided for the year to 30 September 2019.

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these accounts.

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The accounts are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement

Preparation of the accounts requires the Executive Committee and management to make significant judgements and estimates. These include assessing the impact of Covid-19 on the charity's income, expenditure and financial position (see assessment of going concern below).

The items in the accounts where these judgements and estimates have been made include:

- ◆ estimating the expected useful economic life of tangible fixed assets for the purpose of determining the annual depreciation charge; and
- ◆ allocating support costs between expenditure headings.

Assessment of going concern

The Executive Committee has assessed whether the use of the going concern assumption is appropriate in preparing these accounts. It has made this assessment in respect to a period of one year from the date of approval of these accounts.

Covid-19 is likely to have a continuing impact on the charity's finances in the year to 30 September 2021 and potentially beyond that into the year to 30 September 2022. In terms of income, there is likely to be a reduction in subscription income and in income from meetings although there will be some related falls in expenditure (see below). In addition, it is anticipated that the impact of Covid-19 on the commercial sector, in particular, will result in some reduction in dividends and other investment income.

Principal accounting policies Year to 30 September 2020

Assessment of going concern (continued)

As noted above, expenditure will also continue to be impacted by Covid-19. It is anticipated that cancelled meetings and continued reduced day-to-day activities will result in expenditure being contained for the year to 30 September 2021. However, given that the charity's main items of expenditure are salaries and rent, which remain payable, there will not be significant if any savings.

Although the charity's work continues to be affected by Covid-19, the Executive Committee is delighted that much of what it wished to achieve during 2020 has been carried out. Also, on the positive side Covid-19 has accelerated the pace of change in the charity's use of video conferencing in place on meetings. Whilst the Executive Committee looks forward to holding meetings in person, it recognises online meetings bring environmental benefits, via reduced travel, and enable wider participation in the charity's activities.

Free reserves at 30 September 2020 stood at £205,225 (2019: £200,648). Comparing this to the charity's reserves policy set out in the Report of the Executive Committee, it is clear that normally there would be scope to reduce the free reserves. However, members of the Executive Committee believe that these additional reserves will act as a cushion against the impact of Covid-19 explained above. The Executive Committee believes that the reserves will be sufficient to enable CoR to operate in the exceptional circumstances created by the pandemic and do not expect material concerns to arise over the charity's financial position.

The Executive Committee is of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due. The most significant areas of judgement that affect items in the accounts are detailed above.

Statement of cash flows

The accounts do not include a statement of cash flows because the charity is considered a small charity and is therefore exempt from the requirement to prepare such a statement under the Charities SORP FRS 102 Update Bulletin 1.

Income recognition

Income is recognised in the period in which the charity has entitlement to the income, the amount of income can be measured reliably and it is probable that the income will be received.

Income comprises investment income and interest receivable and income from charitable activities, principally the income derived from membership subscriptions and financial contributions towards meetings.

Investment income is recognised once the dividend or equivalent has been declared and notification has been received of the amount due.

Principal accounting policies Year to 30 September 2020

Income recognition (continued)

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Income comprising annual membership subscriptions is credited to the statement of financial activities on an accruals basis with reference to the period covered by the subscription. Income in respect to meetings and other events is credited to the statement of financial activities when invoiced and is accounted for net of any discounts and/or rebates.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is stated inclusive of irrecoverable VAT.

All expenditure incurred by the charity relates directly or indirectly to the principal charitable objective of the charity i.e. promoting the welfare of Apostolic Institutes of Religious in England and Wales. Within this heading, expenditure is categorised between the key areas of activity and is analysed in note 3 to these accounts. Indirect expenditure comprises support costs and governance costs. Support costs include all expenditure on financial procedures, the provision of office services and general administration. Governance costs comprise the costs of public accountability (including audit costs). All support and governance costs are allocated to activities in the ratio of the direct expenditure on each activity.

Tangible fixed assets

All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised.

Improvements to leasehold property are depreciated on a straight-line basis over the life of the lease.

Depreciation is provided on office furniture and equipment purchased outright on a straight-line basis at rates of 20% and 25% per annum respectively.

Investments

Listed investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price.

The charity does not acquire put options, derivatives or other complex financial instruments.

Principal accounting policies Year to 30 September 2020

Investments (continued)

Realised gains (or losses) on investment assets are calculated as the difference between disposal proceeds and their opening carrying value or their purchase value is acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value at that date. Realised and unrealised investment gains (or losses) are combined in the statement of financial activities and are credited (or debited) in the year in which they arise.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short term deposits. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Funds structure

The unrestricted funds of the charity represent those funds which are freely available for use in furtherance of the charity's objectives at the discretion of the members of the Executive Committee. Within the total unrestricted funds of the charity, the members of the Executive Committee have designated amounts for specific purposes and have identified those non-liquid funds represented by the tangible fixed assets and fixed asset investments. Those funds not designated or represented by tangible fixed assets or fixed asset investments are classified as general funds.

Pension costs

Contributions payable to defined contribution pension schemes and/or personal pension plans are accounted for in the year in which they are payable.

Notes to the accounts Year to 30 September 2020

1 Income from investments and interest receivable

	Unrestricted funds £	Restricted funds £	2020 £	Unrestricted funds 2019 £
Investment income				
. Unit trusts and common investment funds	15,249	—	15,249	14,894
Bank interest	280	—	280	479
	<u>15,529</u>	<u>—</u>	<u>15,529</u>	<u>15,373</u>

2 Income from charitable activities

	Unrestricted funds £	Restricted funds £	2020 £	Unrestricted funds 2019 £
Membership subscriptions	171,404	—	171,404	177,561
Meetings	6,216	—	6,216	31,850
Other income	15,683	—	15,683	24,040
Grants receivable	—	59,000	59,000	—
	<u>193,303</u>	<u>59,000</u>	<u>252,303</u>	<u>233,451</u>

3 Expenditure on charitable activities:

Promotion of the welfare of Apostolic Institutes of Religious in England and Wales

	Unrestricted				Restricted		Total 2020 £
	Direct staff costs £	Other direct costs £	Support staff costs £	Other support costs £	Direct staff costs £	Other direct costs £	
Safeguarding	15,182	—	11,328	18,797	8,893	1,800	56,000
Advice and information	5,767	—	2,714	4,503	—	—	12,984
Members' meetings	18,232	2,653	8,579	14,235	—	—	43,699
Vocations	—	12,000	—	—	—	—	12,000
Development	8,719	—	4,102	6,807	—	—	19,628
Communications	29,225	—	13,751	22,818	—	—	65,794
	<u>77,125</u>	<u>14,653</u>	<u>40,474</u>	<u>67,161</u>	<u>8,893</u>	<u>1,800</u>	<u>210,105</u>

	Direct costs		Support and governance costs		Total 2019 £
	Staff costs £	Other costs £	Staff costs £	Other costs £	
Safeguarding	23,958	—	5,172	16,610	45,740
Advice and information	7,187	—	1,552	4,983	13,722
Members' meetings	30,519	21,620	6,588	21,159	79,886
Vocations	—	9,000	—	—	9,000
Development	15,674	—	3,384	10,867	29,925
Communications	24,630	—	5,317	17,076	47,023
	<u>101,968</u>	<u>30,620</u>	<u>22,013</u>	<u>70,695</u>	<u>225,296</u>

Notes to the accounts Year to 30 September 2020

4 Net income before investment gains

This is stated after charging:

	2020 £	2019 £
Staff costs (note 5)	126,492	123,981
Audit costs including VAT		
. Statutory audit services	8,690	8,255
Depreciation	323	354

5 Staff costs

	2020 £	2019 £
Staff costs during the year were as follows:		
Wages and salaries	116,924	103,966
Social security costs	8,193	7,660
Pension costs	1,375	1,555
	126,492	113,181
Consultancy	—	10,800
	126,492	123,981
Staff costs per function were as follows:		
Safeguarding	24,075	23,958
Members' meetings	18,232	30,519
Advice and information	5,767	7,187
Development	8,719	15,674
Communications	29,225	24,630
Governance	18,279	14,375
Support	22,194	7,638
	126,491	123,981

There were no employees who earned £60,000 per annum or more (including benefits) during the year (2019 – none).

The average number of employees during the year, including consultants, (by head count), analysed by function, was as follows:

	2020 No.	2019 No.
Secretariat (safeguarding, advice and information, members' meetings, advocacy, vocations, formation)	2.8	2.6
Support	0.6	0.6
	3.4	3.2

Notes to the accounts Year to 30 September 2020

5 Staff costs (continued)

Remuneration of key management personnel

The members of the Executive Committee, together with the General Secretary comprise the key management of the charity. No member of the Executive Committee received any remuneration in connection with his or her services during the year (2019 – £nil).

The remuneration paid in respect to the post of General Secretary for the year ended 30 September 2020 was £46,860 (2019 – £49,078). In the prior year, this included amounts payable to consultants covering the position in the absence of a permanent General Secretary.

One member of the Executive Committee was reimbursed expenses during the year of £112 (2019 – none) in respect to travel and meeting expenses in connection with their duties as members of the Executive Committee.

6 Taxation

The Conference of Religious in England and Wales is a registered charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

7 Tangible fixed assets

	Improve- ments to leasehold property £	Office furniture and equipment £	Total £
Cost			
At 1 October 2019	168,663	18,537	187,200
Additions	—	5,166	5,166
Disposal	(168,663)	(18,537)	(187,200)
At 30 September 2020	—	5,166	5,166
Depreciation			
At 1 October 2019	168,663	18,537	187,200
Charge for year	—	323	323
On disposals	(168,663)	(18,537)	(187,200)
At 30 September 2020	—	323	323
Net book values			
At 30 September 2020	—	4,843	4,843
At 30 September 2019	—	—	—

Notes to the accounts Year to 30 September 2020

8 Investments

	2020 £	2019 £
Listed investments		
Market value at 1 October 2019	870,773	807,523
Unrealised investment gains	53,084	63,250
Market value at 30 September 2020	923,857	870,773
Cost of listed investments at 30 September 2020	671,678	671,678

At 30 September 2020, the listed investments comprised holdings in the following two Common Investment Funds managed by CCLA Investment Management Limited:

Holding	Market value at 30 September 2020 £	Percentage of portfolio %
COIF Charities Ethical Investment Fund Income Units	497,339	53.8
COIF Charities Ethical Investment Fund Accumulation Units	426,518	46.2
	923,857	100.0

Holding	Market value at 30 September 2019 £	Percentage of portfolio %
COIF Charities Ethical Investment Fund Income Units	475,764	54.6
COIF Charities Ethical Investment Fund Accumulation Units	395,009	45.4
	870,773	100.0

9 Debtors

	2020 £	2019 £
Prepayments and accrued income	5,555	6,037
Other debtors	11,576	641
	17,131	6,678

Notes to the accounts Year to 30 September 2020

10 Creditors: amounts falling due within one year

	2020 £	2019 £
Membership subscriptions received in advance	38,272	46,059
Accruals	19,921	12,928
Other creditors	11,859	17,935
	70,052	76,922

11 Tangible fixed asset fund

	2020 £	2019 £
At 1 October 2019	—	354
Movement in year	4,843	(354)
At 30 September 2020	4,843	—

The tangible fixed assets fund represents the net book value of the charity's tangible fixed assets. A decision was made to separate this fund from the general fund and other designated funds of the charity in recognition of the fact that the tangible fixed assets are essential to the day-to-day work of the charity and as such their value should not be regarded as funds that would be realisable with ease, in order to meet future contingencies.

12 Designated funds

The income funds of the charity include the following designated fund which has been set aside out of unrestricted funds by the members of the Executive Committee for specific purposes:

	At 1 October 2019 £	New designations £	Utilised/ released £	At 30 September 2020 £
Capital reserve fund	870,773	53,084	—	923,857

	At 1 October 2018 £	New designations £	Utilised/ released £	At 30 September 2019 £
Capital reserve fund	807,523	63,250	—	870,773

The charity will rely more and more on investment income in order to fund its charitable work. Consequently, the members of the Executive Committee believe it prudent to set aside, or designate, the value tied up in the charity's investment portfolio as a capital reserve in order to provide a level of assurance that investment income will continue to be generated in future years and thereby 'finance' the charity's work in the long term.

Notes to the accounts Year to 30 September 2020

13 Restricted funds

The income funds of the charity include the following restricted funds to be applied for specific purposes:

	At 1 October 2019 £	Income £	Expenditure £	At 30 September 2020 £
Safeguarding project	—	59,000	10,693	48,307

The safeguarding project fund is to be applied towards the cost of specific safeguarding advisory and associated activities.

14 Analysis of net assets between funds

	Restricted funds £	General funds £	Tangible fixed assets funds £	Designated funds £	Total 2020 £
Fund balances at 30 September 2020 are represented by:					
Tangible fixed assets	—	—	4,843	—	4,843
Investments	—	—	—	923,857	923,857
Net current assets	48,307	205,225	—	—	253,532
Total net assets	48,307	205,225	4,843	923,856	1,182,232

	Restricted funds £	General funds £	Tangible fixed assets funds £	Designated funds £	Total 2019 £
<i>Fund balances at 30 September 2019 are represented by:</i>					
<i>Tangible fixed assets</i>	—	—	—	—	—
<i>Investments</i>	—	—	—	870,773	870,773
<i>Net current assets</i>	—	200,648	—	—	200,648
<i>Total net assets</i>	—	200,648	—	870,773	1,071,421

	Total 2020 £	Total 2019 £
Reconciliation of movements in unrealised gains on investment assets:		
Unrealised gains at 1 October 2019	199,095	135,845
Net unrealised gains arising in year	53,084	63,250
Unrealised gains at 30 September 2020	252,179	199,095

Notes to the accounts Year to 30 September 2020

15 Operating leases

At 30 September 2020, the charity had total future commitments under non-cancellable operating leases as follows:

	2020 £	2019 £
Land and buildings		
. Within one year	—	5,625

16 Financial commitments

At 30 September 2020 the charity was committed to pay £12,000 in respect to rent and service charges payable (2019: £nil).

17 Transactions with related parties

The religious congregations to which the members of the Executive Committee belong are all members of the charity and pay membership subscriptions to the charity. All such payments are made to the charity on an arm's length basis.

During the year, the congregations to which the members of the Executive Committee belong made contributions to the charity totalling £19,775 (2019 – £28,215). These contributions consist of membership fees and donations.

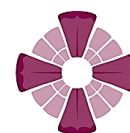
During the year, the charity incurred rent and service charges totaling £12,000 (2019 - £nil) payable to the Poor Servants of the Mother of God (PSMG). PSMG, are members of the Conference of Religious in England and Wales.

In the prior year, Abbott Martin Shiperlee was a member of the Charity's Executive Committee until his resignation on 7 February 2019. He was also a trustee of The Trust of St Benedict's Abbey, Ealing. During the year ended 30 September 2020; the charity incurred rent and service charges totalling £nil (2019 – £14,477) payable to The Trust of St Benedict's Abbey, Ealing.

In the year to 30 September 2018, the charity engaged the services of Mrs Susan Thomas to cover for the role of General Secretary. The charity remunerated Mrs Susan Thomas for her services through payments against invoices in favour of Employment Matters, a UK registered company over which Mrs Susan Thomas exercises significant control. This arrangement continued until the appointment of Ms Valerie Nazareth as the General Secretary from December 2018. The total value of invoices payable during the financial year to Employment Matters in respect to cover for the role of General Secretary amounted to £nil (2019 - £10,800). In addition, HR consultancy services were procured from Employment Matters during the year ended 30 September 2020 totalling £nil (2019 – £1,000). The value of any transactions occurring between the charity and Employment Matters before and after Mrs Susan Thomas involvement in a position of influence has not been included in the amounts disclosed above.

APPENDIX

The Mixed Commission



CONFERENCE of RELIGIOUS

England & Wales

The Mixed Commission comprises four members from the CBCEW, Archbishop Bernard Longley, Bishop Declan Lang, Bishop Alan Williams, Bishop Robert Byrne and three members from CoR, Fr Paul Smyth, Sr Frances Orchard and Sr Ellen Flynn, together with one representative from the Association of British Contemplatives and one from the Union of Monastic Superiors. They meet together with the General Secretaries from both Conferences, twice a year. The Commission provides a useful forum for the exchange of information and views.

The Vicars for Religious

The Vicars for Religious has an annual conference. At the 2019 conference, Diarmid O'Murchu gave two very helpful presentations on religious life in the present and the future. He placed religious life today within its historical context and spoke very positively about the opportunities that our current diminishment can offer. Bishop John Arnold gave a wide-ranging presentation about religious life in this 21st century and Bernadette Kehoe from CoR gave some helpful input on the use of social media. A small group of Vicars had been to Rome for a meeting with Cardinal Joao de Aviz at CICLESAL and they gave a short report on a very worthwhile conversation.

The Conference committee have been working on producing a role description for Vicars, allowing for flexibility depending on the size of each diocese. They are also consulting a Canon Lawyer about the drawing up of possible contracts between Religious and their Dioceses. The Conference now has a representative on the CoR executive, Sr Monica Matthews SHCJ and recently that contact led to Vicars encouraging the religious in their diocese to engage with CoR in response to the results of an internal inquiry on safeguarding. This included contacting those who are not members of CoR to encourage their participation as well. Since it was decided that the 2020 AGM was to take place virtually, it is hoped that other meetings will also happen via Zoom throughout the year, to maintain that support which the conference provides for members.

Sr Monica Matthews and Sr Susan Richert PBVM

APPENDIX (continued)

National Office of Vocations 2020 Report for the Conference of Religious Executive

Personal note from the new Religious Life Promoter

I took up my post on the 28 November 2019 and was delighted to become a member of the team working from Eccleston Square in London. The first few weeks I was slowly introduced to the new job as Religious Life Promoter for England and Wales. These first few weeks were quite daunting for me as I got into the way of a new role, travelling in London and the lead up to Christmas and all the festivities that had already been planned. After the initial three weeks I enjoyed a two-week break over the Christmas and New Year period.

Only a few weeks back in the office after the Christmas/New Year break, we were beginning to see that some changes were in sight as the Government discussed the Coronavirus and the dangers. Despite this, we continued to make plans for the coming year and all the events we were so looking forward to hosting. Little did we know that Tuesday 17 March would be the last working day from the office in Eccleston Square. The Government had already announced that 'work from home' was going to be the new norm! Therefore, I had very little time working with the team as some went on Furlough and as I write they still are, and I am still working from home. However, to the best of my ability myself and Sister Elaine continue with the Promotion of Religious Life.

On Monday 23 March 2020 Prime Minister Boris Johnson told the British Public that severe measures would now be introduced with force of the Law and as a nation we were officially in Lockdown. 'Stay Home, Protect the NHS, Save Lives', was the message that we were all going to get used to hearing daily. Work from Home was going to be the new norm, cancelling and postponing meetings and events was inevitable.

Sr Frances Kelly CSN

Vocation Sunday

Vocations Sunday is normally a parish-based initiative, and so this year Sunday 3 May 2020, we were not able to celebrate together in church. This meant that many parishes which would normally either have collections for priests' training funds, or have seminarians, priests and religious give testimonies, would not have been able to do so. However, personal stories were posted onto our website, this covered the culture of vocation where we received testimonies from Religious Life, the Priesthood, a young engaged couple and a diocesan youth worker. Our annual vocation Sunday Prayer was also posted on the Website: http://www.ukvocation.org/?page_id=928

APPENDIX (continued)

National Office of Vocations 2020 Report for the Conference of Religious Executive
(continued)

Vocation Sunday (continued)



Vocation Blog

Sister Frances began a Vocation Blog which was posted on UKVocation.org: http://www.ukvocation.org/?page_id=4340 and UKReligiouslife.org: <http://www.ukreligiouslife.org/vocation-discernment-blog/> websites especially, during the first initial days of Lockdown. These blogs were also posted on our social media platforms.

New Media Communication Course

For the first time, the National Office of Vocations (NOV) had organised with the help of the communications department at the Catholic Bishops Conference of England and Wales (CBCEW), a professional quality training course for vocations directors who wished to embark on video making for their online channels. This course has had to be postponed, probably until 2021.

Vocation Guide Course

This well-established 2-part, 4-day NOV course was due to recommence this year after a period of pause. This course had to be cancelled not only because of uncertainty of the future, but because the venue organisers do not intend to reopen before 2021.

APPENDIX (continued)

National Office of Vocations 2020 Report for the Conference of Religious Executive (continued)

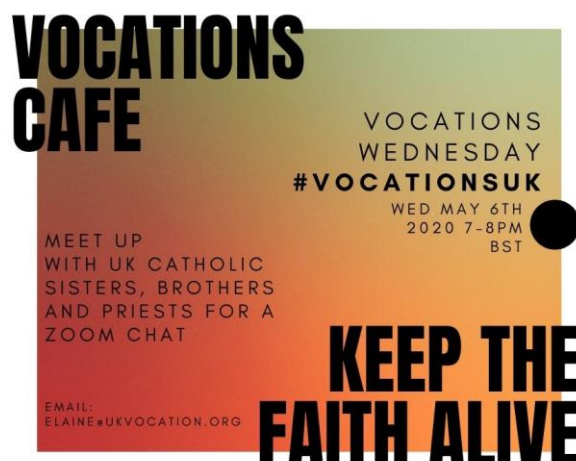
Zoom Conference



Despite the ongoing frustrations, the restricted movements gave new opportunities. NOV organised a Religious Personnel zoom conference, the main speaker was Dr Gemma Simmonds CJ, and addressed some of the outcomes of her recent research on people who have entered religious life since the year 2000 in the UK and Ireland. This is particularly important research for religious because it includes not only those who stayed, but those who left and community representatives. The report highlights some of the challenges of religious communities and the areas where they need to change or adapt their formation programs. Sr Gemma's research is due to be published soon and will form the basis of a conference that NOV is planning to hold in spring 2021.

Vocations Cafés

Vocation Cafés have enabled vocations personnel to learn new communication skills and are using these tools to inform new ways of encounter. Zoom meetings have been organised with volunteer religious and interested discerners, and the experience has opened new opportunities to hold virtual retreats in some instances. Religious have embraced the new ways of communication; they have embraced



APPENDIX (continued)

National Office of Vocations 2020 Report for the Conference of Religious Executive
(continued)

Vocations Cafés (continued)

taking part and hosting Zoom Vocation Cafés and have asked for help in setting these evenings up. Through this new way of communication Dioceses are being reached all over England and Wales. We can bring together people from all areas to discuss and share together from the comfort of our own homes.

Music Award Festival Concept

NOV has also been working in collaboration with the vocations offices in Austria and Ireland in organising an international music competition on the theme of vocation. This project is also supported by Catholic Vocations Projects (CVP).

The music award wants to bring the topic of vocation to young people in a creative and innovative way, specifically through the medium of music. In attempting to reach the target audience, special attention is paid to the various channels of social media. In addition, it is concerned with a broader unity within the church, which is to be achieved through diverse collaboration and cooperation. The focus is not merely on the project for its own sake, but on spiritual unity, which is of great value for spiritual fertility. In addition, the project becomes known through the various works of cooperation across different church circles.

The goals of the music award are as follows:

- ◆ To bring the theme of Vocation afresh to young people through music.
- ◆ To network Christian musicians with each other and let new ideas arise from this.
- ◆ To implement the Synod of Bishops on Youth, Faith and Vocational Discernment in a creative way.
- ◆ To network and connect different communities and church organisations with a common project.

Database of Formators

NOV has taken the opportunity to establish a database of experienced religious formation personnel, and from modest beginnings, hopes to provide an ongoing resource for bishops and diocesan vocations teams.

Localised Vocation Groups

There are several local Vocation groups around the country, and we are presently working on bringing these groups together, to share ideas and offer expertise to each other. This is ongoing and all meetings will be via zoom.

APPENDIX (continued)

National Office of Vocations 2020 Report for the Conference of Religious Executive
(continued)

National Religious Vocations Personnel (NRVP)

The annual NRVP meeting had been booked since the beginning of February with the intention of having our usual conference day in Our Lady of Victories Church Hall Kensington, London. This always takes place on the first Saturday of November. However, like all our plans this has changed. This will be offered as a shorter conference on Tuesday 3 November from 2pm – 4pm taking place as a zoom meeting. The two main speakers are Father Jerome Ituha (Carmelite) who will speak on John's passage 'Cast your net on the right side' (John 26)

Jack Regan will give a presentation on Mental health First Aid. Jack is the Youth Leader in the Lancaster Dioceses and a qualified Mental Health First Aid Trainer. During this Global Pandemic we have seen a rise in mental health issues especially amongst young people. Jack provides training in this area and covers topics such as:

Listening Skills

How is anxiety linked to depression?

How can I help a young person who may be self-harming?

Postponed Youth Events

We have had to postpone our attendance at several events such as:

- ◆ Youth 2000 weekends
- ◆ Spirit in the City
- ◆ Celebrate Weekends

Our main objective in attending these weekends is to raise our profile by making others aware of National Office Vocations, what we do, who we can help. Next year we plan to be a presence with our Gazebo where we will be on hand to pass out information and make ourselves known on a national level, raising our profile is important and we hope to do this through the International Music Festival and attendance at the above named events.

Future plans

The National Office for Vocation has already begun planning for 2021.

In early 2021 we will hold a conference for Religious Vocations Personnel and Religious Formators and Superiors, which will specifically address some of the issues brought up by the recent research of the Religious Life Institute. In collaboration with Sr Gemma Simmonds CJ, we aim to bring some reflection upon some key issues and discern what we can learn and concretely propose for an even more positive future for UK religious life.

APPENDIX (continued)

National Office of Vocations 2020 Report for the Conference of Religious Executive
(continued)

Future plans (continued)

In Spring/Summer we hope to be able to restart the Vocation Guide training course.

In the Autumn we plan to hold another intergenerational conference, focusing on the vocation of older persons and their call to serve the Church and the Young Church in new and important ways.

Planning work will also begin for participation in FLAME and the eventual World Youth Day in Lisbon.

Conclusion

Working from home has highlighted some challenges in focus and finding an appropriate working environment for both Sr Frances and Sr Elaine. Juliet, the office administrator was furloughed. James Ryan's start date was postponed until the beginning of September (rather than the originally planned after Easter date).

To date we have continued in our roles and tried our best during these days of uncertainty. However, although it has been a challenge, we have learnt new skills and enjoyed meeting with others in the virtual world! The non personal contact has been personally extremely challenging, and I look forward to the day when we will be back having Conferences, meetings and attending vocation events. Until then we continue to network and support each other to the best of our ability.

Sr Frances Kelly CSN
September 2020

Anglican Religious Life 2019-20

Conference of Leaders of Anglican Religious Communities (CLARC)

Following the custom of recent years the annual conference met at The Community of the Resurrection's Retreat House, at Mirfield, near Leeds from 7-10 October 2019. 20 leaders attended: 15 women and 5 men. The representative of COREW, Sister Margaret Shepherd of the Congregation of Our Lady of Sion was welcomed to the meeting, as were two new leaders. Fr Richard Peers, Director of Education in the Anglican Diocese of Liverpool, led the group in sessions on growth in holiness, nurturing our own vocation, and consideration of various aspects of leadership. Fr Richard's encouraging presentation included exposition of passages from Nehemiah, stressing that God has given us the capacity and resources to fulfil the purpose for which we have been called, and drew on his extensive experience in education. The leaders, as well as joining the Mirfield community and college students for worship, were able to attend a lecture by Nicholas Mynheer, the sculptor of the altar in the Resurrection Chapel in the Community's church. There were also the usual valued opportunities for sharing news of our communities, matters of concern and necessary business.

APPENDIX (continued)

Anglican Religious Life 2019-20 (continued)

Conference of Leaders of Anglican Religious Communities (CLARC) (continued)

Monastic Inter-religious Dialogue / DIMMID – the dialogue of monastics engaging with other faiths in the area of in-depth spiritual experience had been co-ordinated in UK by Oswin CR. Br Justin Robinson OSB from Glenstal Abbey has now been appointed as the new co-ordinator for DIMMID for Anglican and Roman Catholic monastic communities in Great Britain and Ireland. Communities were encouraged to foster links with DIMMID and to make use of the on-line journal *Dilatato Corde*, available at <https://dimmid.org/>

Anglican Religious Communities in England (ARCIE) represents the members of a wide range of religious communities, both “recognised” and “acknowledged”. Recognised communities are those committed for life to traditional religious vows, and normally living in community houses. Acknowledged communities include a growing number of “New Monastic” communities, most of whose members live in dispersion, and may be married or single, and following their own occupations, while meeting together regularly and following a shared rule of life. ARCIE has recently agreed changes to its constitution to enable the fuller participation of Acknowledged Communities, reflecting the changing situations of both Acknowledged and Recognised Communities.

On 9-12 September 2019 ARCIE held a conference “Differences in Common” at High Leigh in Hertfordshire, attended by over 80 people, more than half of whom are members of Acknowledged Communities, with about 30 Religious from Recognised Communities also participating. The opportunity to gain understanding and share experience between different types of community was judged to be very valuable, and ARCIE plans to hold another conference in September 2021. The theme will be “God’s calling: God’s Gifts”, aiming to enable old and new Communities to learn from each other about discerning their charisms.

The House of Bishops’ Advisory Council for Religious Communities

In June 2019 the Advisory Council published “The Call of the Spirit: Religious community and language”, a briefing paper on the terminology used in religious life for leadership roles, forms of commitment etc, mainly to assist new and aspiring communities in thinking about their forms of life and expressing them appropriately. This has been widely appreciated, not least by the leaders of such new communities. It is available to download at <https://arlyb.org.uk/council-for-religious-communities>.

The Advisory Council also has a working group developing guidance for bishops who become Visitors to Acknowledged communities, as such communities are currently being brought into a more clearly defined relationship with the Church.

The Canon DA1 on Religious Communities is scheduled to be enacted at the November 2020 General Synod. This is the first time Religious Communities in the Church of England have been the subject of a Canon, and is part of the “One Church” approach, largely triggered by safeguarding concerns, but also with the aim of giving Religious life a higher profile, and a more clearly defined position in the structures of the church. All existing Religious Communities under the auspices of the Church of England, which includes some

APPENDIX (continued)

Anglican Religious Life 2019-20 (continued)

The House of Bishops' Advisory Council for Religious Communities (continued)

with ecumenical membership, will be required to re-register with the Advisory Council in order to retain their position as Recognised or Acknowledged Communities in the Church of England. In order to re-register, or to register as a new community, a community's governing documents must include very precise provisions in the areas of safeguarding, governance and oversight to meet the requirements of the new Canon. Many communities are consequently in the process of amending their governing documents in order to comply with these important changes.

New website for Anglican Religious Life. This has replaced the printed publication "Anglican Religious Life" formerly known as the Year Book, and like its predecessor, is administered in this country and aims to cover Anglican Religious Life worldwide, with information and news on religious communities throughout the Anglican Communion. As well as guidance on exploring a possible vocation, the website also has a section providing information and publications from the Advisory Council, which while relating specifically to the Church of England, often provide a resource which is found to be useful elsewhere. <https://arlyb.org.uk>

Religious in the Anglican Communion

An international team of 5 sisters and brothers, mostly Franciscans, served as chaplains for the Anglican Consultative Council, a meeting of lay and ordained representatives from every province in the Anglican Communion, in Hong Kong in May 2019. This raised awareness of Religious Life among some who had never before met an Anglican Religious. As on previous occasions larger team of Religious from around the Communion is being planned to provide chaplaincy at the Lambeth Conference, held mostly in Canterbury, and originally scheduled for July 2020, but now because of Covid-19 postponed until 2022.

The third intercontinental conference arranged by Theological Education for Mission in the Anglican Communion (TEMAC) focusing on "Prayer and the Renewal of Religious Life", one of Archbishop Justin's three key priorities, took place at St Paul's University, Limuru, Kenya from 29 May – 2 June 2019, with input by Religious from around the world, and especially from the global south. Papers from the conference are to form part of the material for the forthcoming Lambeth Conference. They are published in "Listening Together: Global Anglican Perspectives on the Renewal of Prayer and the Religious Life" edited by Muthurai Swami and Stephen Spencer.

Sister Sue Berry CSF (Anglican Rep on the COREW Executive)
21 September 2020

Notes to the accounts Year to 30 September 2020

APPENDIX (continued)

Report on the Activities of the St Luke's Centre, Manchester for the Conference of Religious Executive

I attended my first (and, so far,) only Meeting of the Board of Directors/Trustees of the St Luke's Centre, Manchester, on Friday 31 January 2020.

The proposed 15/16 July Meeting was postponed until November 26/27 because of the Covid-19 epidemic.

Present at the January Meeting were:

Rev Dr David Songy OFM.Cap	Board Chairman & President of the Saint Luke Institute
Most Rev Kieran O'Reilly SMA	Bishops' Conference of Ireland (Archbishop of Cashel)
Rt Rev Tom Burns SM Menevia)	Founding Board Member (Emeritus Bishop of
Sister Evelyn Greene CHF	Irish Religious Representative
Lord Des Browne	Founding Board Member
Dr Marguerita Leyden	Board Member
Mrs Patricia Marshall	Board Member
Fr Eamonn Mulcahy CSSp	New COREW Representative
Rev Dr Gerard Fieldhouse-Byrne	Secretary to the Board

St Luke's Centre 2020

Understandably, the normal activities of the St Luke's Centre were totally disrupted once the outbreak of the Coronavirus occurred in March 2020.

However, the Centre did in fact remain open throughout the pandemic, offering its support services remotely to Religious, Priests and anyone seeking counselling - though its Assessment work for candidates to priesthood and religious life was postponed.

The Centre responded appropriately to all the Covid-19 safety restrictions and, apart from Fr Gerard Fieldhouse-Byrne and Fr Barry O'Sullivan, all the staff were furloughed.

The good news, though, is that since 8 June 2020 the St Luke's Centre has been able to reactivate its Assessment Programmes "remotely" and "virtually" by using Zoom and Skype. Clinical staff are working from home remotely, and support staff will come to the Centre in a Covid-19 aware safe manner.

The Centre is actually a very safe environment for the 3 members of staff who can come in on different days, so social isolation and safe working practices in such a large house are easy to operate.

Notes to the accounts Year to 30 September 2020

APPENDIX (continued)

Report on the Activities of the St Luke's Centre, Manchester for the Conference of Religious Executive (continued)

St Luke's Centre 2020 (continued)

It is good to know that St Luke's is up and running again and open for business, offering a full Programme, albeit virtually and remotely. It is fully functioning both for non-residential Candidate assessments and non-residential Clinical assessments. So far, the response has been very good and positive, as people realise that there is no skimping or watering down of the content but a guaranteed delivery of the same programme as if it were residential.

Some Statistics

In the six-month period between June 2019 to December 2019,

46 Assessments took place at St Luke's:

- ◆ 26 Candidates to Priesthood & Religious Life
- ◆ 16 Candidates for the Permanent Diaconate
- ◆ 4 Clinical Assessments

In 2020 so far at St Luke's there have been:

- ◆ 40 Candidate Assessments for Entry to a Seminary
- ◆ 13 Candidate Assessments for the Permanent Diaconate
- ◆ 12 Candidate Assessments for Religious Life = 5 women and 7 men
- ◆ 6 Clinical Assessments (5 Religious and 1 Diocesan)

Membership of the Board

Recently, there have been some changes to the Membership of the Board at St Luke's.

The new Bishop of Northampton Diocese, Bishop David Oakley (former Rector of Oscott College Seminary) has been appointed as the Representative of the Episcopal Conference of England and Wales. And Motherwell priest, Fr Gerard Maguiness, General Secretary to the Episcopal Conference of Scotland, has been appointed to represent the Scottish Bishops.

Bishop Tom Burns SM, a Founding Member of the Board, has announced his resignation from the Board, as has Lord Desmond Browne of Ladyton (also a Founding Member). Over 29 Semi-Annual or Annual Meetings their joint contributions to the running of St Luke's has been inestimable and they will both be sorely missed.

APPENDIX (continued)

Report on the Activities of the St Luke's Centre, Manchester for the Conference of Religious Executive (continued)

Membership of the Board (continued)

Two new members of the Board who will hopefully be making their début in November are Ann Houghton and Patrick O'Dowd. Ann is a Senior Associate Solicitor, heading her firm's Department of Personal Injury and Clinical Negligence. Patrick is Director of Administration and Personnel in the Diocese of Salford.

Rev Dr Barry O'Sullivan who has been the Coordinator of St Luke's Education and Outreach Department is moving on this September to offer his expertise to Formation Personnel of various African Religious Congregations, (both male and female), under the auspices of Porticus, the Dutch Catholic Philanthropists.

Concerns

One area of concern is the fact that the present Director of St Luke's, Fr Gerard Fieldhouse-Byrne, has held that position for more than 15 years. Whilst he has no immediate desire to vacate the role, prudence dictates the necessity of elaborating a succession plan for future Personnel. Gerard has been excellently helped and supported in his job by two Religious, Sister Eithne Donoghue and Sister Janette Brown. It cannot be stressed enough how imperative it is to have the presence of Religious on the Formation Staff of St Luke's (and especially women Religious)!

I can sense a plea from St Luke's going out to all the Provincials and Major Superiors of the Religious Congregations working in the UK to see if they can identify any Religious Sister, Brother or Priest with a background in clinical psychology or counselling or therapy or spiritual direction who would be willing to work on the Formation Staff or in Administration or Maintenance of the St Luke's Centre. Ongoing training, of course, would be provided.

St Luke's is providing an excellent and much needed service to the Church in these Isles in the area of Candidate and Clinical Assessments, Integrated Human Formation and Safeguarding. It has been consulted and used by many Seminaries, Religious Congregations, Vocation Directors and Diocesan Clergy Formation.

Anything that the Executive of COREW can do to promote and support this vital ministry of the Saint Luke's Centre, Manchester, would be highly appreciated.

Eamonn Mulcahy CSSp
3 September 2020

Notes to the accounts Year to 30 September 2020

APPENDIX (continued)

CBCEW Department for social justice 2019/2020

This department assists the Bishops in promoting Catholic Social Action – it promotes marriage and family life, offers support for vulnerable and marginalized people and works to uphold the dignity of human life from conception to natural death. CoR is represented by Sr Margaret Donovan HC.

Sr Margaret writes:

In the last year there have only been two meetings of the Department for Social Justice: 19 September 2019 and 23 January 2020. A meeting scheduled for May 2020, was cancelled. At these meetings there is a report from each of the different departments and other issues that have arisen in society are discussed:

- ◆ CSAN: Care in an Ageing society. This was launched at a special event in December 2019. It consists of a toolkit for parishes, offering advice on how to reach out to isolated members; a new contribution to Catholic social thought called 'Expanding into Life', and research looking at the quality of Catholic care home provision. (I referred them to the work of the COREW Health Care Group.)
- ◆ Bishop John Sherrington gave an update on Decriminalisation of Abortion and the Domestic Abuse Bill. There was a meeting with the Faith Advisor in Number 10, to outline concerns regarding these two issues.
- ◆ The department has the responsibility for the annual Day for Life, which is held each year in July. They decide on the theme and provide resources, and then allocate the money raised to groups who have applied for a grant.
- ◆ There was promotion for the sequel to the Global Healing film, titled Global Caring, which was launched in October 2019. Edward de Quay is responsible for the Environmental Advisory Group.
- ◆ CSAN held a Conference in October 2019, alongside Caritas Westminster and Caritas Salford, addressing the issues of Modern Slavery and Trafficking.
- ◆ There have been discussions on the Catholic position on vaccination. A letter went to the Parliamentary Under-Secretary of State for Public Health and Primary Care urging the Government to promote the future production of vaccines using material from non-human cells or ethically sourced human cells.
- ◆ The Marriage and Family Life group give updates on their work, and so does the National Catholic Chaplain for Prisons

At these meetings I link their work with CoR, wherever I can, and inform them of what we are doing.

Sr Margaret Donovan HC

APPENDIX (continued)

Centre for Catholic Studies (CCS) October 2020 Report for the Conference of Religious Executive

Centre for Catholic Studies (CCS) Report for the Conference of Religious in England and Wales, October 2020 The last 18 months have been an immensely rich, and - in the most positive sense of the word - an immensely challenging time for the Centre for Catholic Studies. 'Challenge' is often euphemism for 'problem', but in this case I mean it in the more original sense: a challenge calls upon a person or a group, provoking them to a deeper commitment, or a new and creative response.

It has been an immensely rich 18 months because of the many projects underway, the fascinating conferences we have hosted, the wonderful new members of staff we have welcomed, the liveliness and commitment of our students, and a partnership with the Franciscan families of the UK and Ireland which has shown such hopeful signs.

One challenge to me, personally, has been to step into the role of Director during the four terms of Paul Murray's study leave. It is an honour to be in this role for a time, and has only deepened my admiration for what has come into being under Paul's leadership: the CCS is a unique phenomenon in the academic world, seriously intellectual but with a spiritual depth, academically outstanding while also engaged across society and oriented to the grass roots, a centre of Catholic learning in the midst of a secular university. Paul has managed to build this up through the great generosity of partners and benefactors, especially the generosity of many religious congregations - but also through his own unusual ability to innovate and keep many balls in motion. Paul's brief time away from the helm serves as a reminder that one day he will retire, and brings with it the challenge to think about the long-term stability of the CCS, and how we can secure its foundation for the benefit of future generations.

The pandemic, of course, has challenged us, like everyone else, on many levels. There is the intellectual challenge: what can we write that might be of use in this time?

(See <https://www.dur.ac.uk/theology.religion/ccs/outreach/covid-19/>).

There is the pastoral challenge, to support the welfare and mental health of our students: how do we continue to create the community which is so central to the way we envisage education and study? And there is the exciting challenge of the online world: now that so much is virtual, with all the loss this entails, there are also tremendous new possibilities, extraordinary possibilities for outreach and collaboration, for broadening our horizons and finding new audiences.

Below are some highlights from the CCS from the last 18 months, in addition full details of each of our research projects and many resources can be found on our website. (See <https://www.dur.ac.uk/theology.religion/ccs/>).

I would like to take this opportunity to give sincere thanks on behalf of the CCS staff and students to all who are working with us. Religious congregations have played a crucial role in the development of the CCS since its inception and we very much hope that can be continued and extended. We are immensely grateful to you all for your support and look forward to developing our existing relationships further and to developing new ones.

Notes to the accounts Year to 30 September 2020

APPENDIX (continued)

Centre for Catholic Studies (CCS) October 2020 Report for the Conference of Religious Executive (continued)

Achievements and developments to highlight from the last 18 months include:

- ◆ In November 2019, with the generous support of donations from ten Franciscan congregations, the CCS hosted The Franciscan Legacy Conference: Assessing the Continuing Significance of St Francis and Franciscan Traditions of Theology Spirituality and Action in honour of the 800th Anniversary of St Francis meeting with Sultan Malek Al-Kamil. Over 185 people attended from across the globe. It was a wonderful intellectual event, and also a great experience for us at the CCS to be surrounded by Franciscans for a few days. Audio recordings of the main sessions and a rich set of papers given by delegates are available at:
<https://www.dur.ac.uk/theology.religion/ccs/franciscanlegacy2019/>
- ◆ In addition to The Franciscan Legacy conference, the CCS has hosted four other conferences in the last 18 months: in June 2019, the Early Career Conference in Catholic Theology and Catholic Studies, and New Song: Biblical Hebrew Poetry as Jewish and Christian Scripture for 21st Century; in July 2019, Catholicism, Literature and the Arts II: Legacies and Revivals; and in September 2019, From Rebellion to Reconciliation: AnglicanCatholic Relations from 1569 to the Present – Regional, National and International Perspectives to mark the 450th Anniversary of the Northern Rising.
- ◆ In addition to the regular Catholic Theology Research Seminar, the Ushaw Lecture Series, the annual Bishop Dunn Memorial Lecture, and the annual Teilhard Seminar, the CCS also hosted 2 public lectures: Prof Eamon Duffy, 'Durham 1569: A People's Tragedy?' (Sept '19), and the new Bishop of Hexham and Newcastle, Bishop Robert Byrne, CO, 'Newman: A Saint for Our Time' (Nov '19).
- ◆ With the generous support of our partners the CCS has been able to increase the number of postdoctoral opportunities we provide. Since 2012/13 the CCS has created 17 post-doctoral research positions, with three more posts in the pipeline. These posts normally range from one to three years depending on the nature of the individual project and available funding. Seven of our current academic members of staff are post-docs working on a variety of projects. The CCS sees this as an important role in forming outstanding theologians to shape the future of Catholic theology and Catholic studies.
- ◆ Over the last 18 months the CCS has welcomed six new members of staff, all Associate/Assistant Professors (Research): Revd Dr John O'Brien to do a scoping exercise for a project on A Transformed Church in the Service of Humanity; Dr Giuseppe Bolotta and Dr Catherine Sexton, both working on the Boundary Breaking project on clerical sexual abuse; Dr Victoria Biggs developing a project on Folk Religion and Popular Piety in the Shadows of Genocide, supported by a generous donation from the Sisters of La Retraite; Dr Cormac Begadon working on a 24 month project exploring the archives of the Canonesses of the Holy Sepulchre; Dr Brian Casey on a project funded by the Franciscan Missionaries of the Divine Motherhood researching their

APPENDIX (continued)

Centre for Catholic Studies (CCS) October 2020 Report for the Conference of Religious Executive (continued)

congregational history. The CCS continues to grow, and two further full-time 3-year postdoctoral posts are shortly to be recruited, one funded by the Capuchins of GB, and a second by the Sisters of La Retraite, both researching their respective congregational histories.

- ◆ Research for Phase 2 of the Religious Life Vitality Project focusing on vitality in women's religious life in East and Central Africa, and the UK and Ireland, came to completion in May 2019. Two symposia were held in October 2019, in Rome and London, to enable the project team to share their findings with sisters, congregational representatives, national and regional representatives, and academics. Final project reports are available at:
<https://www.dur.ac.uk/theology.religion/ccs/constructivetheology/rlvp/>
- ◆ In July 2019 Revd Dr Gabrielle Thomas successfully completed the Ecclesial Learning about Women and the English Churches through Receptive Ecumenism project - Gabby is now Lecturer in Early Christianity and Anglican Studies at Yale Divinity School, where she is thriving. The final report from the project funded by the National Board of Catholic Women has been published and is available at:
<https://www.dur.ac.uk/theology.religion/ccs/projects/receptiveecumenism/projects/womenandthechurches/>

A fuller exploration of the research will be published in 2021, *Receiving the Gift: Ecumenical Learning from Women for the Church* by Revd Dr Gabrielle Thomas (SCM Press).

- ◆ Through the continued generous donations from the Institute of Our Lady of Mercy, the Religious of Christian Education, the Congregation of Jesus, the Capuchins of GB, the Sisters of the Holy Cross, and a number of individual donors, the CCS continues to be able to support postgraduate students with scholarships and bursaries, so developing the next generation of Catholic theologians and scholars. 16 students were in receipt of funding for 2019-20 and 19 for 2020-21. We are especially pleased this year to have four Louis Lafosse PhD Scholarship holders. The 3-year Louis Lafosse scholarships include full tuition fees (at UK/EU level) and a maintenance grant at the UK Research Council's national rate (c. £15,000 per annum). These awards have been made possible by generous donations from the Religious of Christian Education who renewed their pledge for a further 3-year period in 2019.
- ◆ We are very proud that Dr Anna Rowlands, CCS's St Hilda Chair of Catholic Social Thought and Practice, has recently been at the Vatican as part of a panel of 6 (and the only woman) launching on behalf of the Vatican Pope Francis's Fratelli Tutti.

APPENDIX (continued)

Centre for Catholic Studies (CCS) October 2020 Report for the Conference of Religious Executive (continued)

Forthcoming Events to Highlight

In light of the current pandemic restrictions, events will, of course, have to be a little different this year. The CCS aims to continue to hold the various regular seminars and lectures and the events below either fully online or in hybrid format with a limited number of places in person and others joining online from across the world.

- 1) Many research publications, books, and articles flow out from the CCS. As a new venture for '20/21 we are holding a series of online book launch events for publications that CCS members are publishing this year.
- 2) An online conference Lived Catholicism(s): New Questions and Untold Stories organised by the CCS in partnership with the London School of Economics, 23 and 24 November 2020, 2.00pm-6.00pm.
- 3) The Christmas Ushaw Lecture co-hosted by the CCS and the St Andrews Institute for Theology, Imagination and the Arts: Prof James MacMillan (University of St Andrews), 'Catholicism and Music', with respondents: Dr George Corbett (University of St Andrews) and Prof Bennett Zon (Durham University). A live online lecture with Q&A on Wednesday 9 December at 6.00pm.
- 4) The Bishop Dunn Memorial Lecture, 24 February 2021 at 6.00pm: Most Revd John Wilson, Archbishop of Southwark, 'Is the Gospel really Good News? – Catholic Evangelisation and Catechesis in the 21st Century'.
- 5) The annual Early Career Conference in Catholic Theology and Catholic Studies, will be held on 9 June 2021. This is a chance for early career scholars, including postgraduate students, to meet, present and discuss their research. Around 50 normally attend from across Europe.
- 6) The fourth Early Modern British and Irish Catholicism conference, Popery, Politics and Prayer: British and Irish Catholicism, co-sponsored by University of Notre Dame, 13-15 July 2021.
- 7) We are in the initial stages of planning a series of online Study Days, and a Franciscan Summer School in partnership with Franciscan congregations. Look out for details on our website or sign up to the CCS mailing list to receive details as they are released <https://www.dur.ac.uk/theology.religion/ccs/maillinglistconsent1/>

Full details of all CCS conferences and events contact ccs.admin@durham.ac.uk or go to <https://www.dur.ac.uk/theology.religion/ccs/events/>

Prof Karen Kilby

Director of the CCS and Bede Professor of Catholic Theology

October 2020