

# Diocesan Mission & Pastoral Committee

## A brief guide to Pastoral Reorganisation



In the 15<sup>th</sup> Century William Tyndale, said, "The Church is the only institution that exists for those outside it." These words have been a watchword ever since. It means the Church should be alert to the needs of the local communities it is called to serve. It also requires the Church to be forward looking if we are to build a sound foundation for future generations.

The Diocese of Liverpool recognises that those who live in the community are usually in the best position to identify what may work best for that community. Therefore the Diocese prefers to take a bottom up process with recommendations emerging from the deanery in consultation with the parishes and interested parties.

This leaflet is intended to be an easy to follow guide to help clergy, churchwardens and PCCs to see how, as Christians, we can respond by taking a fresh look at our organisation and structures.

Every deanery has a plan (Deanery Mission Plan) which sets out the mission and ministry for every parish within its deanery. It will have taken into account critical factors like ageing money, retiring clergy and the viability of its buildings when formulating the plan.

In order to make the changes which the deanery plans may require the Diocese has to follow the legal process as set out in the Mission and Pastoral Measure 2011. The Measure provides the legal basis for structural and organisational changes to enable the local church to be more effective in mission and ministry whilst balancing needs and resources.

The full Measure may be found here: <https://www.churchofengland.org/sites/default/files/2019-04/MPM%202011%20as%20in%20effect%201032019.pdf>.

### **DMPC Process**

The process for pastoral reorganisation begins with extensive discussions at local/parish level. The Pastoral Team\* are very willing to be involved at this stage to explain what options are available to the parishes and/or deaneries, answer any questions that may arise or respond to any concerns.

When the interested parties (key stakeholders) are happy with the proposed pastoral reorganisation for their area, the Deanery Mission and Pastoral Committee will then make a formal recommendation to the Diocesan Mission and Pastoral Committee for consideration.

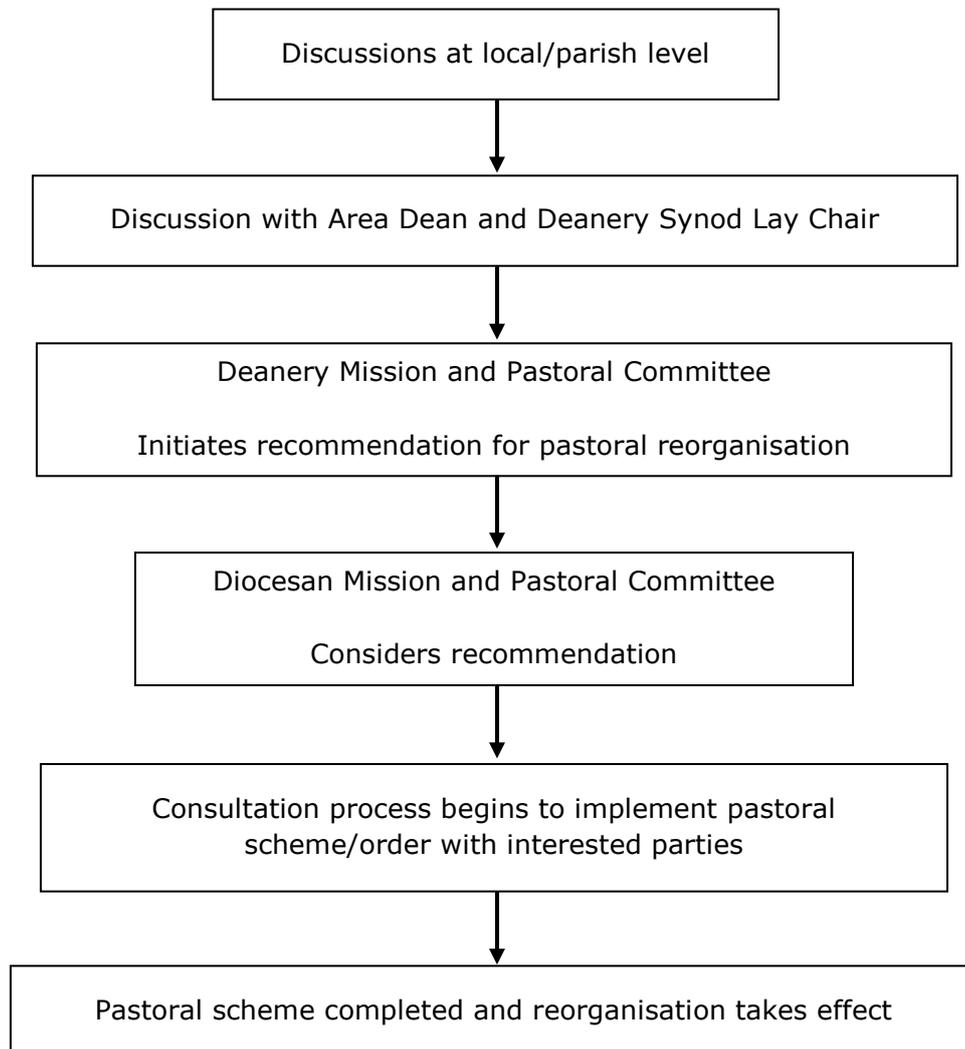
The Diocesan Mission and Pastoral Committee does have a legal obligation to look at the broader picture and ensure that any deanery proposals are in harmony with Diocesan policy. If there was a significant concern with a proposal it could be referred back to the deanery for amendment.

Once a proposal has been approved by the Diocesan Mission and Pastoral Committee the Pastoral Team will then draft proposals to be circulated to interested parties for consultation. The draft proposals and any responses from interested parties will then be submitted to the Bishop for his approval. A draft pastoral scheme/order will then be prepared and circulated to the same interested parties for the last round of consultation.

Representations for and against the draft scheme are made to the Church Commissioners. Assuming there are no representations against the pastoral scheme the Church Commissioners will “make” the scheme and this will legally bring the pastoral reorganisation into effect.

The interested parties are Archdeacon, Area Dean, Deanery Synod Lay Chair, Incumbents, Priests in Charge, Team Vicars, PCC, Patrons as appropriate.

### ***CONSULTATION PROCESS***



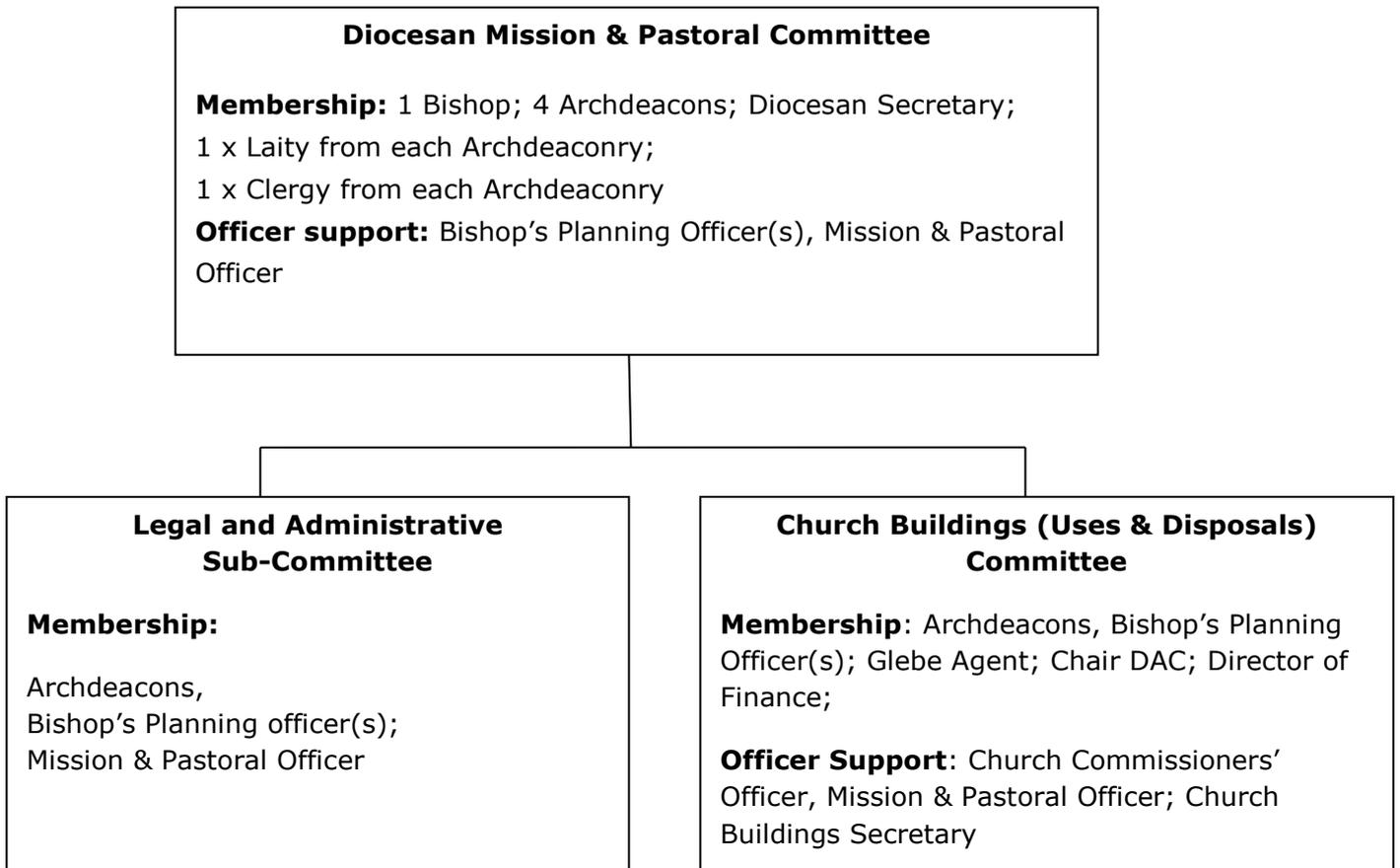
### **Mission and Pastoral Measure Options Available**

The terms of the Measure provide a wide measure of flexibility and allow for a variety of arrangements to suit the particular needs of parishes and deaneries. Possible structures include the creation of a united benefice, a larger single parish, or possibly a plurality. Establishing a Group or a Team ministry may be the preferred option, alternatively mission opportunities may be promoted by a Bishop’s Mission Order. Other possibilities could mean revision of parish boundaries to reflect demographic changes or the closure of a church building. Please see the glossary for an explanation of these terms.

## DMPC Structure

The pastoral function for this diocese is a two layered structure, with the Diocesan Mission and Pastoral Committee providing a strategic overview and 2 Sub Committees to deal with closed churches and the legal and administrative matters.

Each committee works together to support the Deanery Mission and Pastoral Committees aiming to fulfil the aspirations of the Bishop's Growth Agenda.



### \*Pastoral Team

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Diocesan website: [www.liverpool.anglican.org/Pastoral-Reorganisation](http://www.liverpool.anglican.org/Pastoral-Reorganisation)

## **Glossary –A short guide**

### **Parish**

A geographical area for which an incumbent has responsibility

### **Benefice**

The office to which an incumbent is appointed – this may contain one or more parishes

### **Church**

In this instance the “church” refers to the building

### **Suspension of Presentation**

The process by which the Bishop may ask a patron of a church to suspend their right to present a candidate

### **Church Commissioners**

The Commissioners provide administrative support for the national church including boundary reorganisation and work to produce funds for the Church of England.

**Pastoral Proposals** These may include the following:

#### ***Boundary changes***

The boundaries of a parish and those surrounding it may be changed to take account of property developments and other demographic changes.

#### ***United benefice and larger single parish***

Two or more benefices held by a single priest but with the intention that the parishes concerned shall be united to form a larger single parish. Parishes within a united benefice will retain individual PCCs, finances and churchwardens whereas a larger single parish will have a single PCC, giving shared decision making and resources, with local ministry.

#### ***Team Ministry***

A special form of ministry whereby a team of clergy and possibly lay people share the pastoral care of the area of a benefice. A Team will be served by a Team Rector.

#### ***Group Ministry***

An arrangement whereby the clergy of two or more separate benefices can assist each other in ministry to the area in which they serve.

### **Plurality**

The holding of two or more benefices by a single incumbent

### **Bishops Mission Order**

These enable individual clergy to work across parish structures and boundaries to further mission.

### **Fresh Expression**

A form of church that finds new ways to worship which reflect our changing culture and expectations

### **Local Missional Leaders**

These are recognised local leaders who provide a point of devolved leadership to a church community under the authority of the incumbent and the PCC. They may be lay or ordained but will be commissioned and supported within a Missional Leaders Community encouraging fresh expressions of worship for our changing cultures.