

The Mission and Pastoral Measure, 2011

A Guide for Members

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Preface

This short guide is written in a hurry to support members who may be subject to pastoral reorganisation. That a gaggle of new draft pastoral schemes have been made very shortly after the amendments to the Mission and Pastoral Measure have come into effect is no coincidence. All enquiries should be directed to the Faith Workers Branch helpline in the first instance. Due to the hurried nature of the writing of this document it may be inaccurate and should be regarded as guidance rather than the last word. Suggested amendments from anyone with the time to read the new documents would be welcome. In the meantime, please do not distribute this document, thank you.

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The Mission and Pastoral Measure, 2011

1) The problem

Resisting pastoral reorganisation is tricky.

Threats of pastoral reorganisation are unsettling and may be incorrectly regarded as personal attacks upon those affected, especially where the plans affect a particular wing of the Church more than others, and where the diocese is dissimilar to those affected. The July 1st 2018 changes to Schedule B have meant that pastoral reorganisation is cheaper for diocese to accomplish, this may come as a shock to some clergy, for example those who regarded freehold as a job for life. Additional changes which came into force on October 1st 2018 may also make pastoral reorganisation easier to accomplish.

2) The opportunity

Do keep an open mind, some reorganisation may be necessary, but make alternative suggestions for how it could happen. Redeployment may be possible within the area affected or the diocese, but that relies on good will.

3) The Law

(a) the Mission and Pastoral Measure, 2011

Please read it and try to understand its processes and time scales. This guide is not a substitute for reading the Measure.

The Mission and Pastoral Measure is designed to enable change, and requires consultation with interested parties.

The following office holders should be consulted:

- Archdeacon
- Patron
- PCC
- Area Dean
- Incumbent
- Deanery Lay chair

The consultation process may begin informally with an offer of a meeting to explain to you how the process might affect you. There is no right of accompaniment to such a meeting, though Unite recognises that it will be difficult. It may be possible to take a colleague with you.

The consultation will formally begin with a letter informing you of a draft proposal for a pastoral scheme and asking you for your opinion on the draft proposal. You should respond to the email or letter of consultation with your response. Hand-delivered or registered post is appropriate.

Your response may cover issues such as: Churchmanship; public transportation between the affected parishes; where each parish looks to for everyday activities; local authority boundaries; historic ecclesiastical boundaries such as deanery and diocese; links with local Churches Together groups; ecumenical relations; and international links.

Your opinion matters, and although there's not much one person can do against reorganisation, together you have a chance. Speak and act collectively.

(b) The MPM Code of Practice

“if **the sole or dominant purpose** of a scheme was to punish an incumbent or deprive him or her of office solely to remedy a breakdown in the relationship with his or her parishioners, it could not be upheld”

(S.2.13)

(c) The Clergy Discipline Measure

There is no scope to make a CDM complaint against the Bishop in this process, and to do so would lose goodwill. That goodwill is worth having.

I am sorry there are no easy answers, but large schemes for reorganisation stand or fall on the Clergy and PCCs supporting them.

(c) The Data Protection Act

A subject access request to the Bishop and diocese and archdeacon might discover whether the consultation is genuine, as might the use of indicative rather than subjunctives in

communication from the Secretary of the mission and pastoral Committee for the diocese. You might wish to time this carefully, not too soon and not too late. Advice on Subject Access Requests will be given on request to the helpline.

Significant numbers doing this can cause administrative challenges for a Bishop, which should be avoided.

(d) Consultation

Consultation requires not to have made up your mind before deciding whether to proceed.

4) The union

Unite the Union has a network of representatives across the United Kingdom, as well as Regional Officers who are professional full-time officers of the union, who may be able to support members where the rep is unable to do so, or where the rep asks for legal support.

The main role of the trade union representative is to represent members at formal grievance and disciplinary meetings, though this would not normally include meetings with management about proposals for pastoral reorganisation.

The main response of the trade union is to inform you of your legal rights, to liaise with the diocese where appropriate, and to advise members who are under threat of pastoral reorganisation. Unite does not have a surfeit of accredited representatives, and is unable to offer pastoral support though it can signpost members to other places where these may be given.

5) Resisting pastoral reorganisation

If you oppose the suggestions do so in writing, at the proper time. Unless you do so you won't be able to make representations to the Privy Council.

If you get the majority of incumbents and PCCs against you have a chance. Although I said speak collectively, when speaking as an interested party, each party should say their piece, rather than one letter from the group. Identify the interested parties and speak to them.

The Diocesan Mission and Pastoral Committee has lay and clergy reps. They are your potential allies. Get to know who they are and lobby them. If they vote together against a scheme they should have a majority, though this would involve voting against the Archdeacon whose scheme it is.

Deanery chapter is a good place to look for support, so is deanery synod, since this may be the place where a Deanery Plan is agreed. From 2018 Deanery Plans may have more weight. (See the revised Code of Practice).

6) Personal circumstances and pastoral reorganisation

If you have serious health issues, or a disabled dependent, or wish to be considered as a special case, for example if you think you are being victimised or have experienced bullying by the diocese in the past please get in touch with Unite.

There may still be options, in these cases, even if the reorganisation can't be prevented, though these may be limited and have a very short window of opportunity. One example might be a Settlement Agreement, another might be redeployment to an interim post of fixed term duration. Nothing is guaranteed however, but your accredited representative, or a nominated rep from the Faith Workers Branch *may* be able to assist with this.

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Please remember to direct all enquiries to the branch helpline in the first instance.

7) Bibliography

<https://www.churchofengland.org/more/parish-reorganisation-and-closed-church-buildings/mission-and-pastoral-measure-2011-and-code>

The Mission and Pastoral Measure 2011, as at 1st October, 2018.

<https://www.churchofengland.org/sites/default/files/2018-10/MPM%202011%20as%20in%20effect%20at%2001102018.pdf>

The MPM Code of Practice

https://www.churchofengland.org/sites/default/files/2018-10/MPM2011%20Code%20Vol.1_05102018.pdf

Deanery Plans Guidance, as at 1st October 2018

https://www.churchofengland.org/sites/default/files/2018-10/deanery_plans_guidance_october_2018.pdf

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[Pastoral consultation process step-by-step guide](#)

Outline of process and procedures, including documentation required

- [Examples of draft proposals and s.17 shortened procedure Orders](#)
- [Letter to interested parties under s6 or s21 of the Mission and Pastoral Measure 2011](#)
- [Letter to registered patrons under s7\(2\) to trigger 'restriction'](#)
- [Letter to interested parties under s22\(2\) of the Mission and Pastoral Measure 2011](#)
- [Letter to interested parties under s17 \(i.e. a shortened procedure Pastoral Order\)](#)
- [Form P2](#)
- [Form P2A](#)
- [Form P2B](#)
- [Form P10](#)
- [Form P20](#)
- [Form P24](#)
- [Form P24VAC](#)
- [Form P60](#)
- [Form P61DPB](#)
- [P72A - Details on what to do with notices](#)
- [P74 - Glossary of terms](#)
- [P75 - Letter to newspaper \(s44 Schemes only\)](#)
- [P76 - Church Door Notice - on blue paper](#)
- [P76C - newspaper notice \(for s44 Schemes only\)](#)
- [P77 - Proof that the church door notice was displayed - on green paper](#)
- [P1000 - Statutory Notice letter for draft Schemes](#)
- [P1000BP - letter to the Bishop to get Scheme engrossment x 2 signed](#)
- [P1001 - Statutory Notice letter for draft Orders](#)
- [P106 - Covering letter for completed Scheme](#)
- [P108 - Covering letter for completed Order](#)
- [Benefices in Crown patronage](#)
- [Letter to be sent by DMPC secretary to other office holders on common tenure \(other than incumbents, team vicars and archdeacons\)](#)
- [Notes on dispossession of the clergy and payment of compensation](#)
- [Compensation of Clergy Rules 1970](#)
- [P100 - Parish Information Form - for use in some representation matters going to the Mission and Pastoral Committee](#)
- [Form P11](#)
- [Form P12](#)
- [Form P13](#)
- [Form P14](#)

And the following link goes to a password protected document:

<https://www.churchofengland.org/sites/default/files/2018-08/Pastoral%20Desktop%20Manual%20-%2016082018.docx>