

Introduction to Pastoral Reorganisation

1. What is Pastoral Reorganisation?

Pastoral reorganisation is the legal mechanism which can bring changes at a parish, benefice, deanery, or archdeaconry level. The process is governed by the Mission and Pastoral Measure 2011. The Measure and the Code of Practice may be accessed at the [Church Commissioners, Pastoral Division website](#).

These changes can include:

- the union of parishes and/or benefices
- the creation or termination of team and group ministries
- alteration of parish/deanery /archdeaconry or diocesan boundaries
- changes to parish or benefice names
- the creation of Bishops Mission Orders
- possible church closures and church sharing agreements

It is a thorough process which ensures full consultation of the interested parties and the public. First, those most affected are consulted at a local level, and then the public is invited to comment on the proposals. This gives the interested parties the opportunity to give their views. Additionally, the Diocesan Mission and Pastoral Committee (DMPC) has oversight of the process and must give its consent to proposals under pastoral reorganisation.

This introduction explains the process of making changes to the legal structures including the committees involved and the stages of consultation.

You may also find the following documents helpful:

- Pastoral Reorganisation Flowchart for an overview of the process.
- Which Scheme or Order for information on whether the changes can be made by Scheme or Order.

Both documents can be accessed on the [Pastoral Reorganisation](#) page of the website.

2. Who is the Diocesan Mission and Pastoral Committee (DMPC)?

The Diocesan Mission and Pastoral Committee (DMPC) is a statutory committee whose powers are detailed in Sections 2 and 3 of the Mission and Pastoral Measure 2011. The committee is responsible for the pastoral supervision of the diocese and the organisation of parishes and benefices. The powers of the DMPC have been delegated by the Bishop's Council to the Archidiaconal Mission and Pastoral Committees (ADMPCs).

There are four committees: one for each archdeaconry in the Diocese, but they are currently meeting as area committees. The Sarum and Wilts ADMPCs meet together to consider matters in the Ramsbury Area and the Dorset and Sherborne ADMPCs meet together to consider matters in the Sherborne Area. Each committee meets three times a year.

All Orders and Schemes must go through the committee for approval. The committee will consider both the draft proposals and the views given in order to decide whether the proposals can proceed to the next stage.

The ADMPC comprises the following representatives:

- The Suffragan Bishop
- The Archdeacon – who Chairs the committee
- The Rural Dean and Lay Chair for each deanery of the archdeaconry
- The Rural Officer and Ecumenical Officer for the archdeaconry or area
- The Assistant Rural Deans for each deanery of the archdeaconry
- Members of Bishop's Council who reside in the archdeaconry

3. The Consultation Process

3.1 Stage One – Consultation of the interested parties

The Diocesan Governance Team will draft the Order or Scheme which would give effect to the proposals. Orders are used for more straightforward changes, e.g. creating a group ministry or amending a benefice or parish name. Schemes are used for more complex changes, e.g. uniting benefices or parishes or creating a team ministry.

Each proposal will require at least one stage of consultation with the interested parties. The interested parties are the people most directly affected by the proposed changes. The draft proposals will be emailed by the Diocesan Governance Team, and the consultation period will be approximately 6 weeks. The interested parties under the Mission and Pastoral Measure 2011 are:

- The Patrons
- The Archdeacon
- The Rural Dean
- The Lay Chair
- Incumbent
- The PCCs – communications will usually be sent to the PCC Secretary
- The following are also included: Suffragan Bishop, Assistant Rural Dean, Diocesan Registry, Diocesan Property Team and churchwardens.

3.2 Stage Two – Next steps after the consultation

The next steps will depend on whether a Scheme or Order is involved.

Situation 1

Draft Orders – if no objections have been received during the consultation, the Order will be

signed by the Bishop, and the provisions will come into effect on the 1st day of the following month.

Situation 2

Draft Orders – if objections have been received, the draft proposals and responses will go to the ADMPC for consideration. The committee decides whether it is content for the proposals to proceed. If it is content, the proposals are signed off by the Bishop and sent to the Church Commissioners.

Situation 3

All draft Schemes – the draft proposals and responses, will go to the ADMPC for consideration. The committee decides whether it is content for the proposals to proceed. If it is content, the proposals are signed off by the Bishop and sent to the Church Commissioners.

3.3 Stage Three – For Pastoral Orders where there has been an objection and all Pastoral Schemes

Pastoral Orders where there has been an objection and all Pastoral Schemes require a second stage of consultation, which includes the public. The draft proposals are sent to the Church Commissioners who must approve the draft Scheme or Order. The Diocesan Governance Team sends out the consultation to the interested parties. This runs for approximately 6 weeks.

Each parish is required to display the draft proposals and notice and must also make announcements at church services to ensure everyone is aware that the consultation is taking place. Representations for and against the draft proposals go to the Church Commissioners.

When the consultation closes, the Church Commissioners will consider the responses. There are two different processes depending on whether objections have been received.

1. No objections received – If there are no objections, the Scheme or Order will be signed by the Bishop, and the provisions will come into effect on the 1st day of the following month.
2. Objections received – If there are objections the draft proposals and views will go to the Church Commissioners Mission and Pastoral Committee who will decide whether the order or scheme can proceed. If it decides it can proceed, this decision will be communicated and there is a right for the objector to appeal the decision to the Privy Council.

If no application is made to the Privy Council, the Scheme or Order will be signed by the Bishop, and its provisions will come into effect on the 1st day of the following month.

4. Do you have further questions?

The Governance Team at Emmaus House is here to help. Please contact us via phone on 01722 411922 or email parishsupport@salisbury.anglican.org.