

Church Commissioners

Mission, Pastoral and Church Property Committee

Mission and Pastoral Measure 2011

**Benefices of St John Forton; Christ Church, Gosport; and Holy Trinity
(Diocese of Portsmouth)**

Note by Rex Andrew

Summary

- (i) Following publication of the draft Pastoral Scheme providing for:
- terminating the plurality established for the benefices of Christ Church, Gosport; and Holy Trinity, Gosport;
 - uniting the benefices and parishes of St John, Forton; Christ Church, Gosport; and Holy Trinity, Gosport and establishing a team ministry for the area of the new benefice of Forton, Gosport Christ Church and Gosport Holy Trinity;
 - the cure of souls in the new benefice to be shared by a team rector and one team vicar; their housing arrangements and the patronage arrangements for the new benefice; and
 - for the parish churches of Christ Church, Gosport; and Holy Trinity, Gosport to be parish churches of the new parish, and for the parish church of St John, Forton to cease to be a parish church.

we received 11 representations about the draft Scheme, of which six were against and four in favour together with one against which was out of time.

- (ii) The representors against the draft Scheme are mainly concerned about the consultation process leading up to it, and that the Reverend Andrew Davis would be dispossessed from his incumbency of the two Gosport benefices without being appointed to an office in the new benefice. The Diocesan rationale for these proposals is also questioned, together with the suitability of St John's church, Forton as a mission hub, the name of the proposed new benefice and parish, and the provision for the team vicar to be chosen by the Bishop and team rector when no provision is being made to name the first team rector.

- (iii) The representors in favour variously see the Bishop's proposals as a way of implementing a fresh approach to mission and ministry in the area. This includes the view of the incumbent of St John, Forton that ministry will be best facilitated and supported by her church being freed from its current restrictions of being a parish church, even though the wider proposals would result in her dispossession.
- (iv) The Bishop of Portsmouth explains the background to the draft proposals, noting that from a total population of some 21,000 in the three affected parishes, the total Sunday attendance is only 148. He says their combined parish share contribution is just over £55,000 against a ministry cost of £110,000, which means that some of the other parishes in the Diocese effectively have to subsidise the current arrangements, which is no longer justifiable or sustainable. The aim of the proposals is to create the right structures and resource these with the appropriate staffing to enable church communities to grow in depth, impact and number in line with the diocesan vision. He says that the parishes have all stated that they wish to see the mission of the local Church grow, noting that their main concerns appear to be in relation to the loss of the current structure and dispossession of their clergy, whom in any event would be welcome to apply for the new posts, rather than the shared aims. It is his intention to recruit the team rector first, who will be involved in the selection process of the team vicar, and he is also open to changing the name of the proposed new benefice and parish. He is satisfied that St John's church, Forton has the potential to be a mission hub.

Recommendation

The Committee is invited to consider the representations and the issues set out in this paper.

Introduction

1. The Committee is invited to consider the 11 representations received following publication of the draft Scheme, of which six were against and four in favour together with one against which was out of time.
2. Attached are:
 - Annex A: A copy of the draft Pastoral Scheme;
 - Annex B: Parish information forms for the three parishes;
 - Annex C: A scaled map of the area;
 - Annex D: Crockford printouts for the three benefices, showing their current clergy;
 - Annex E: An extract from the Code of Practice to the Mission and Pastoral Measure 2011 on the dispossession of clergy;
 - Annex F: An extract from the Code of Practice to the Mission and Pastoral Measure 2011 on the Gaulby Judgement (in relation to a pastoral reorganisation in the Diocese of Leicester);
 - Annex G: Copies of the representations;
 - Annex H: A copy of the letter referring the representations to the Bishop of Portsmouth, together with a copy of his reply;
 - Annex I: The Bishop's explanation of Diocesan Strategy; and
 - Annex J: Copies of the further comments received from representors regarding the draft Scheme.

Background

3. This draft Scheme is one of four brought forward by the Bishop and Diocesan Mission and Pastoral Committee (DMPC) with the aim of strategically resourcing churches for growth, building on the perceived success of a Pioneer Project in 2016 and other initiatives which have seen a small increase in average weekly church attendance. Two of the other draft Schemes (for Newport and Carisbrooke on the Isle of Wight; and Leigh Park, Warren Park and West Leigh in Havant) have also attracted adverse representations which will also be considered at this meeting. There were no representations against the fourth draft Scheme, relating to the benefices of Bridgemary, Rowner and Elson, also in Gosport, and so it could now be made, although the Bishop has asked that it should not be

made until a decision has been reached on the three cases at this meeting.

4. The Bishop has explained his and the DMPC's strategic thinking, which underpins all four draft schemes, in common terms in his responses to the three representation cases; this is attached as **Annex I**. The Diocese has also submitted a bid for Strategic Development Funding encompassing the areas covered by all four draft schemes.
5. In relation to this case, a plurality was established for the benefices of Christ Church, Gosport and Holy Trinity, Gosport in 2005 and the Reverend Andrew Davis has been the incumbent of both benefices since 2007. The Reverend Carrie Thompson has been the incumbent of the St John, Forton benefice since 2008.
6. The draft Scheme published by the Commissioners (see **Annex A**) included the following diocesan rationale (provided by the Bishop on the advice of his DMPC):-

"The proposed union of benefices and parishes is necessary to free up people and finances, as well as decrease the burden of administration and buildings, from maintaining a declining/static church and to support cohesive working across the whole area of the affected parishes of St John, Forton; Christ Church, Gosport; and Holy Trinity, Gosport."

It also included these footnotes in relation to the future clergy provision if the Scheme proceeds and the effect on current office holders:

"Dispossession of the clergy

8. *As a result of the proposed union of the affected benefices and parishes as provided for in clause 2, the existing benefices and parishes would cease to exist and the clergy licensed to the same would become dispossessed of their current posts should the Scheme take effect. The affected clergy would be entitled to 12 months of their current stipend and pension contributions as a lump sum, and to be housed in suitable accommodation for the same 12 month-period (or, by agreement with the diocese, to receive payment in lieu of any such occupation).*

Appointments in the proposed new benefice

9. *Should the draft Scheme come into effect the Bishop intends that appointments to all the possible offices in the new benefice would be by an open and transparent process. All the office-holders who would be dispossessed from the current benefices would be welcome to apply for any of these posts."*

The proposal that St John's church, Forton should be removed from the parish structure in order that it can operate as the mission hub for a deanery-wide Bishop's Mission Order, which is referred to by some of the representors, is the subject of consultation for a separate draft Scheme. The effect of the current draft Scheme on St John's is that, within the proposed new parish, it would cease to be a parish church. (see note 1 to the draft Scheme – p 20 in Annex A).

Summary of the representations against the draft Scheme

8. The representors against the draft Scheme are mainly concerned about the consultation process leading up to it and also that it would dispossess the Reverend Andy Davis from his current office as incumbent of the benefices of Holy Trinity, Gosport and Christ Church, Gosport without designating him to hold an office in the proposed new benefice.

Dispossession of the Reverend Andy Davis

9. All the representors against the draft Scheme speak highly of Mr Davis and his current ministry, saying that he should be named as the first team rector of the proposed new team ministry benefice instead of being dispossessed. They variously say that he is probably the most loved, respected and admired incumbent in Gosport; that he is a talented man whose strong Christian faith shines through and for who the cure of souls is a fundamental part of his mission; that he has gained the respect of large numbers of people, irrespective of age, in Gosport, whether or not they are sympathetic to Christianity; that he has built up a wide range of contacts, including to the scouts and other groups, which would take a new incumbent a considerable time to establish, and that Holy Trinity and Christ Church have shown increasing attendance and strong support under him. One points out that he presides over eight services a week assisted only by a part-time, non-stipendiary minister, whereas another incumbent in the deanery presides over only five although assisted by six ordained ministers.
10. *Mr Clark* says that he and his wife found it distressing and totally unwarranted to see both Mr Davis and his wife, who is disabled, in tears following the first meeting when these proposals were presented. He says that they and others feel ashamed to be members of the Church of England as Mr Davis had previously told the Sunday congregation that in an interview with the Bishop, he had said he wished to work to his retirement with the Christ Church parish, and then found out that he was to be made redundant, and would have to apply for his job, possibly along with other applicants. They say that if he is not appointed, they would cease to attend Anglican worship in the Diocese and to contribute financially.
11. *Ms Fitchett* says that to ask a priest of Mr Davis's calibre to apply for a position which he already fulfils is both insulting and humiliating.

12. *Mrs Tinman* says that the proposal to dispossess/sack Mr Davis is so shocking and unwarranted as to amount to misfeasance.
13. *Ms Mayhead* says that the benefits of the draft Scheme should not be at the expense of Mr Davis's exclusion from being a crucial part of it; and *Ms Peacock* says that she and others are distressed at Mr Davis not being named as the first team rector, unlike his colleagues in St Mary's, Alverstoke and St Faith's, Lee-on-Solent, whose posts are unchanged, and fears that it will be a great loss to Gosport and the Diocese if he applies for posts elsewhere.
14. *Holy Trinity Gosport PCC* believes a better person could not be appointed to the team rector's office.

Consultation process

15. *Holy Trinity Gosport PCC* feels that it was misled during the consultation process by being told that it was not possible to make such an appointment without first advertising the post nationally, for which Mr Davis was welcome to apply. It says that it has since found out from material published by the Commissioners that it was perfectly possible to have named Mr Davis as the first team rector.
16. Others have more general concerns about the consultation process. *Alderman O'Neill* says that the Diocese has missed a wonderful opportunity by not involving the clergy, PCCs and the local community in the initial consideration of these proposals. He says that the range of information disseminated at the various consultation meetings and the failure to satisfactorily answer questions, particularly about the future of Mr Davis, means that many among the Holy Trinity and Christ Church congregations now find it very difficult to trust the Diocese for the rest of the process.
17. *Mr Clark* says that the parishes have not been asked about how the Church Commissioners' funding allocated to this area could best be used. In his view the initial proposals put forward, bar a few amendments, were set in stone and presented to the deanery. He feels that they are a *fait accompli*, and that the so-called consultations have been non-existent and carried out in more of a 'business' way than a 'Church' one. He thinks that the parishes of St Faith's Lee-on-Solent and St Mary's Alverstoke should have been included in all the discussions, as they are not as flourishing as is believed, compared to Holy Trinity and Christ Church.

Rationale for the proposals

18. *Alderman O'Neill* questions the stated rationale for the proposals. Like Mr Clark he says that the congregation of Holy Trinity, Gosport is not static or declining and gives details of work carried out on the church in recent years. He says the parish's main difficulty is meeting the 66% increase in its parish share over five years.

19. *Ms Fitchett* says that the parishes of Christ Church, Gosport; and Holy Trinity, Gosport already work well together, thanks to the leadership of Mr Davis, and therefore to make them one parish seems pointless

St John's Forton as a Mission Hub

20. *Alderman O'Neill* questions the proposal to turn St John's church, Forton into a Mission Hub in due course, given its size, state of repair and its position on a busy road with very little parking. He feels that the acquisition of a replacement building in a more suitable location, and with a partnership scheme with one of the local colleges, would be a far better option. He expresses concern that no professional advice seems to have been sought regarding the suitability of converting St John's church into a Mission Hub, especially as this appears to be the cornerstone of the Bishop's proposals.
21. *Ms Peacock* also questions the choice of St John's, Forton as a Mission Hub. She believes that 'Mission' should permeate all that we do as Christians and not necessarily be focused on one 'hub'.

Name of proposed new benefice and parish

22. *Alderman O'Neill* also disagrees with the proposed name of the new benefice and parish, as he thinks including Forton and including Gosport twice will be confusing. He asks for confirmation that this could be changed if the new PCC so wished. (*Staff have explained when acknowledging his representation that this could be done by a Bishop's Pastoral Order, were the Bishop so minded.*)

Patronage provision

23. The *Holy Trinity PCC* comments that the patronage provisions for the team ministry give rise to a "chicken and egg" situation if neither office holder is named in the draft Scheme, as the team rector and team vicar would each be involved in the appointment of the other. The PCC points out that naming Mr Davis as the first team rector would enable him to be involved in the selection of the first team vicar, as that appointment would be made by the Bishop and team rector jointly.

Summary of the representations in support of the draft Scheme

24. *Ms Thompson*, the incumbent of St John, Forton since 2008, says that her support for the dissolution of the parish and her own dispossession is not a position that she has come to lightly, and it is not without personal pain and regret. Nevertheless, she is convinced that the ministry will be best facilitated and supported if Forton church is freed from some of the obligations and restrictions imposed on it by being a parish church.

25. She says that her parish has tried its best to carry out good parochial ministry over the last decade, and has a very good and warm relationship with the wider community, including for occasional offices, but that this had not translated into the regular numbers or income needed to sustain Forton as a parish and concludes that traditional ministry is no longer the right approach for this area and this church community.
26. She says that many of the future plans contained in the 'diocesan rationale' came from the congregation at Forton, showing that its people are not resistant to change, mired in the past or lacking vision for the future. They wish to be set free and supported to do the ministry that they believe God is calling them to do.
27. *Mrs Ann Wood*, the Christ Church, Gosport deanery and diocesan synod representative, says that, having initially felt that reorganisation should apply to the whole deanery, she now supports the proposals which target areas of need for new and revitalised community outreach and mission.
28. She is pleased with the decision to develop Forton as a mission hub, in an area that would benefit greatly from investment of skills, finance and leadership.
29. She thinks that the recent congregational increases at both Christ Church and Holy Trinity does not represent growth but is largely as a result of members of other congregations in the deanery being attracted to them because they have been uncomfortable with new arrangements in their own parishes, sometimes instituted without much sensitivity.
30. She says that her parish was appraised at an early consultation meeting of the Bishop's Council's decision that all new positions should be advertised in order to promote a fair and equal process. She says Mr Davis supported this, especially as he thought that the team rector role might pose problems for him. She is therefore surprised and disappointed that the churchwardens at Holy Trinity, Gosport have asked for Mr Davis to be named as the first team rector in the proposed Scheme. She is concerned that his appointment may lead to a "same old, same old" approach by familiar parishioners, especially those who have moved from other parishes, and make it difficult for him to implement fresh ideas and approaches for outreach and mission. She says that only a full, open and transparent interview process will enable the candidates and those selecting them to address the parish profile and roles that are necessary and appropriate here for their future as servants of God.
31. She is also concerned that Holy Trinity and Christ Church have become detached from deanery activities and that the Deanery itself has a low level of support for diocesan initiatives and training and says there is a need for intervention and invigorating support.
32. *The Archdeacon of the Meon* strongly supports the Scheme which he considers would give the local Church and its communities potential for

mission and growth in the years ahead. He says that there has been extensive consultation, both formal and informal, in the areas affected, and the wider deanery as a whole, and the original proposal has been re-shaped in response.

33. He is particularly excited by the potential for St John the Evangelist, Forton as a "mission hub" to enable the Church's outreach to, and engagement with, currently unreached sections of the community in fresh and creative ways, whilst the two parish churches provide 'more traditional' ministry.
34. *Mrs Stunt* says that the Portsmouth Diocesan Board of Patronage has been fully involved in the proposed Scheme and strongly supports it.

Out-of-time representation

35. *Mr Holroyde's* main point is that Mr Davis is an excellent parish priest and it would be wasteful and an example of poor personnel management if his talents were lost to the Gosport area.

Summary of the Bishop of Portsmouth's response

Rationale for the proposals

36. The Bishop's explanation of the diocesan strategy behind these proposals is set out in **Annex D**. He says that the parishes affected by the draft Scheme have a total population of around 21,000, but a total Sunday attendance of only 148 people, representing 0.71% of the local population. Even increasing their attendance to 2% of the local population would make a significant impact in mission.
37. He provides tables showing the numbers attending and attendance as a percentage of the population for all the parishes in the Gosport Deanery since 2009, which shows that numbers have been declining at Forton over a long period. He acknowledges that attendance at Christ Church, Gosport and Holy Trinity, Gosport looks considerably healthier over the ten-year period in comparison to the rest of the deanery but points out that 50% of those attending Christ Church, and 80% at Holy Trinity, come from outside their respective parishes and that St Mary, Alverstoke and St Faith, Lee-on-Solent have seen larger increases in the last five years.
38. He says that the combined parish share for the three parishes is just over £55,000 against a ministry cost of £110,000, thereby meeting the cost of only one clergy post, which shows that Christ Church and Holy Trinity cannot on their own become self-sustaining.
39. The Bishop says that there needs to be a sustainable structure in place across all the parishes in the deanery. There is no deanery plan but the current draft schemes reflect proposals which have been discussed in the deanery over the last 20 years.

40. He says that the current congregation of St John's Forton wants its church to become a chapel of ease to free it for the mission it feels called to do in its community, which necessitates incorporating it into an expanded benefice. The DMPC considers that Alverstoke, which is a single parish, with a very different socio-economic demographic, encompassing three churches and which has seen a 26% increase in attendance over five years, already has a structure comparable with that proposed for Forton, Christ Church. Holy Trinity, Lee-on-Solent, which has also seen growth over five years, is seen as a separate large village forming a discreet community with very defined boundaries, and that it would not be helpful for it to be included as part of a proposal for making better provision for the urban town of Gosport.
41. The Bishop considers that a single-parish benefice with a team ministry is the best structure to support the envisaged mission in the parishes covered by this draft Scheme (and similarly in the Scheme uniting Bridgemaury, Rowner and Elson). He says that the DMPC has agreed that these are structures which need to be in place irrespective of whether the Diocese is awarded additional funding by the Commissioners.

Consultations

42. The Bishop provides details of the consultation process leading up to the publication of the draft Scheme. He says that the initial public meeting and the numerous meetings held with PCCs, deanery chapter, and deanery synod, and the changes incorporated into the proposals, demonstrate that no plan was "set in stone" and that this was not a nominal consideration. He says that the Incumbent and PCC of St Mary Alverstoke took part in the informal consultations on the proposals; the Lee-on-Solent PCC did not ask to do so, although the incumbent was aware of the proposals as a member of the DMPC and as Assistant Area Dean.
43. He says that the focus at the outset of the informal consultations was on the benefice structure, enabling the parish structure to be shaped through meetings with the PCCs during this period. He says informal consultation following the public meeting was on a proposal that Elson should also be united with the benefices affected by this draft Scheme. The consultations made it clear that the PCCs unanimously preferred that it should be united with Bridgemaury and Rowner. He says that this, together with Forton's wish to become a mission hub with a remit to work across the deanery under a BMO and Christ Church's and Holy Trinity's wish to retain DCCs to manage their church buildings within a united parish, were all incorporated into the draft proposals ahead of the formal consultation. Other responses to the consultations were also considered but the DMPC agreed that a single parish benefice with a team ministry was the appropriate basis for mission in the area.
44. The Bishop regrets that the churchwardens and PCCs of Christ Church and Holy Trinity were unsure after their meetings with diocesan representatives and DMPC members of the power under the Measure to

designate or appoint the first holders of new offices in benefices created by a draft scheme. He says that an explanatory letter following the DMPC's decision to approve the proposals included a specific section on clergy posts, how the DMPC had dealt with them in previous schemes, and why it was choosing not to do so in this case.

Dispossession of clergy

45. The Bishop makes it clear that dispossession of the current clergy is not the primary purpose of the Scheme and explains that the roles that are being envisaged will be different to the clergy roles that currently exist. The example of the 'team rector' and 'church-planting team vicar' has been widely circulated and is a potential team ministry model that DMPC members would like to see. However, the model is not set in stone and it could be that the team rector or a pioneer minister has the church-planting expertise, hence the desire to have these appointments made via an open and transparent recruitment process, to ensure that those appointed have the relevant gifts for these new roles. He says that the appointments made in the recent Scheme for the West Wight team ministry are not comparable: there the team rector and team vicar had been specifically recruited on the basis of their skills to work in the envisaged team.
46. The Bishop says that the level of support in General Synod for the recent changes to the compensation provisions indicates that there is a recognition in the wider Church that ways needed to be found to enable dioceses to undertake the pastoral reorganisation needed, which may result in dispossession of clergy, in order to further its Mission. Dispossession without subsequent designation of first office-holders from existing incumbents is not something that the Diocese takes lightly, but the new offices being proposed by the Diocese's four separate Pastoral Schemes will not obviously accommodate or suit all the existing clergy. In the interests of fairness, he and the DMPC therefore felt it would be wrong to name some of the existing clergy to new roles via the proposed Schemes and not others. He also points out that some of the affected clergy have themselves felt called to other roles or have been unsure of their calling to the proposed new offices.

St John's Forton as a Mission Hub

47. The Bishop explains that St John's Church, Forton sits in a prominent position on the main A32, near St Vincent's Sixth Form College and also large areas of housing where significant numbers of young adults live. It has recently welcomed many young people by being used as a venue for live music, which has shown its clear potential for significant impact going forward. As such it forms a key part of the Diocese's application to the Strategic Development Fund as he acknowledges that major investment will be needed to enable the building to fulfil its potential.
48. The proposed Scheme is focused on creating the legal framework for a benefice and parish structure that will be sustainable and invigorate

mission in the area. It was felt it would be better to get the parochial structure in place first and address the future of St John's building separately.

Name of proposed new benefice and parish

49. The Bishop explains that the suggested name for the proposed new benefice and parish follows the diocesan precedent but says that the DMPC would look favourably on a request by the PCC of the new parish to change it by a Bishop's Pastoral Order.

Patronage provision

50. With regards the appointment process he says that, were the proposed Scheme to be made, the intention would be to recruit a team rector during the six months before it would take effect, who would then participate in the recruitment of the team vicar.

Impact of proposals

51. The Bishop points out that the Church is currently not reaching 99% of the population of Forton and Gosport and there is huge potential to expand its impact on their lives by diversifying the ways in which its message is brought to them. To do so he believes a structure is needed which releases its ordained and lay ministers to minister by providing traditional ministry and new forms of worship through church planting in a strategically coherent way. The DMPC considers that the best structure for this is a single parish benefice with a team ministry.
52. His view is the PCCs accept change is required here to have a sustainable local Church in the longer term, but the main concern of the representors is over the dispossession of their clergy. He fully recognises that the impact of his proposals, whatever the Commissioners' decision, will mean that there will be 'pastoral fences' to mend, which will need those with differing views to all come together in reconciliation. He is hopeful of the goodwill of at least the incumbent and her PCC at Forton as both are supportive of these proposals.

Decision of the Sifting Group

53. The Committee's Sifting Group decided in this case that fairness to the representors required the matter to be considered at a Public Hearing rather than on the papers alone. The Group felt that the Committee would be significantly helped in its consideration by the opportunity to question both representors and diocesan representatives.

Supplementary views of representors against the draft Scheme

54. Further responses were received from four representors against the draft Scheme (one in two separate letters) and are attached as Annex J. The

PCC secretary of Holy Trinity Gosport asks why the "official response" of the two Gosport PCCs (a copy of which she encloses) was not included with the other representations against the draft Scheme. This refers to the PCCs' joint response to the s.6 diocesan consultation and was not sent by them as a response to the later consultation by the Commissioners, as they expected that it would be forwarded by the DMPC. It was not therefore a representation duly made but its inclusion with the further responses will allow its contents to be considered by the Committee.

Summary of the supplementary views of representors in favour of the draft Scheme

55. There were no further comments by representors in favour of the draft Scheme.

The supplementary views of the Bishop

56. The diocesan representatives will respond to the supplementary views at the Committee meeting.

Information for the Committee

57. The Committee's particular attention is drawn to the advice on dispossessions of clergy in the Code of Practice to the 2011 Measure (attached as **Annex E**) and the extract from the Code on the implications of the decision of the Judicial Committee of the Privy Council on an appeal relating to a Pastoral Scheme for the benefice of Gaulby (attached as **Appendix F**).

The Issues

58. The main issues to be considered are as follows:
- (i) Does the Committee accept the Bishop's reasons for the need to reorganise these benefices and parishes as set out in the diocesan rationale attached to the draft Scheme, in his reply on the representations at Annex H and in his summary of the Diocesan Strategy set out in Annex I?
 - (ii) Is the proposed structure of a single-parish benefice with a team ministry likely to better enable the furthering of the Church's Mission in this area? Should further consideration be given to alternative reorganisation also encompassing the benefices and parishes of St Mary, Alverstoke and St Faith, Lee-on-Solent?
 - (iii) Has there been a full and thorough process of consultation on these proposals? Has it fulfilled the legal requirements? Have the Bishop and DMPC been willing to take account of the views expressed during the consultation process?

- (iv) Is there local support for what is proposed? Is there likely to be an adverse impact, in terms of the Church's reputation and the willingness to contribute financially, as envisaged by some representatives, which would outweigh the perceived benefits of the reorganisation?
- (v) Does the Committee accept the Bishop's reasons for not naming any of the current clergy as the first holders of offices in the proposed new benefice and dispossessing them from their existing posts? Would this conflict with the principles laid down in the Gaulby Judgement?
- (vi) Were the PCCs of Christ Church, Gosport and Holy Trinity, Gosport misled during the consultation process about the power to make such appointments in the draft Scheme? Should the Bishop be asked to give further consideration to designating either of the current incumbents, in particular the Reverend Andy Davis, as team rector or team vicar in the proposed team ministry?
- (vii) Should the draft Scheme be amended to include provision for the future of St John's church, Forton or should its implementation be delayed until such provision has been made by a separate Scheme?
- (viii) Should the name of the proposed new benefice and parish be amended in the draft Scheme or should this issue be dealt with separately by the Bishop's Pastoral Order process?
- (ix) Do the proposals make "better provision for the cure of souls" in accordance with the long title of the Mission and Pastoral Measure and do they also have due regard to the furtherance of the mission of the Church of England?

The Options open to the Committee

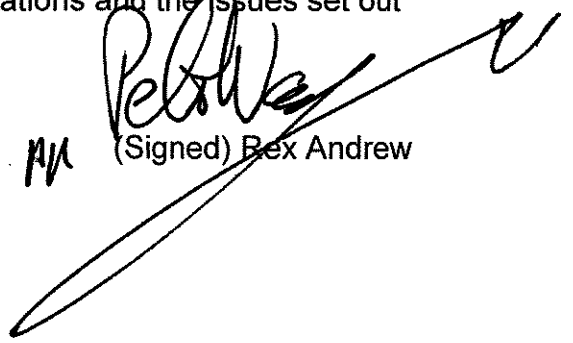
59. There are four possible outcomes:

- (a) To allow the Scheme to proceed as drafted.
- (b) To propose specific amendments to draft Scheme and allow it to proceed, subject to the Bishop's agreement, and such further considerations as the Committee sees fit.
- (c) To decide that the Scheme should not be made.
- (d) To refer the Scheme back to the Bishop for further consideration.



Recommendation

The Committee is invited to consider the representations and the issues set out in this paper.


(Signed) Rex Andrew

Church House
Great Smith Street
London SW1P 3AZ

10 July 2019

Annex A

A copy of the draft Pastoral Scheme

SUMMARY OF MAIN PROVISIONS OF DRAFT SCHEME (NOT PART OF THE DRAFT SCHEME)

This draft Scheme provides for:

(i) terminating the plurality established for the benefice of Christ Church, Gosport and the benefice of Holy Trinity, Gosport; and

(ii) the union of the benefice of St John, Forton, the benefice of Christ Church, Gosport and the benefice of Holy Trinity, Gosport and their constituent parishes and for the establishment of a team ministry for the new benefice of Forton, Gosport Christ Church and Gosport Holy Trinity. It also provides for the cure of souls in the new benefice to be shared by a team rector and one team vicar, their housing arrangements and for the future patronage arrangements for the new benefice

in the diocese of Portsmouth.

DRAFT

PASTORAL SCHEME

This Scheme is made by the Church Commissioners this day of 20 in pursuance of the Mission and Pastoral Measure 2011 ("the 2011 Measure"), the Right Reverend Christopher, Bishop of Portsmouth, having consented thereto.

Termination of plurality

1. The plurality established for the benefice of Christ Church, Gosport and the benefice of Holy Trinity, Gosport by an Order made by the then Bishop of Portsmouth in pursuance of the Pastoral Measure 1983 on the 18th day of May 2005 shall be terminated.

Union of benefices and parishes

2. (1) The benefice of Saint John, Forton, the benefice of Christ Church, Gosport and the benefice of Holy Trinity, Gosport shall be united to create a new benefice which shall be named "The Benefice of Forton, Gosport Christ Church and Gosport Holy Trinity".

(2) The parish of Saint John, Forton, the parish of Christ Church, Gosport and the parish of Holy Trinity, Gosport shall also be united to create a new parish which shall be named "The Parish of Forton, Gosport Christ Church and Gosport Holy Trinity" and shall comprise the area of the new benefice.

Churches

3. (1) The church of Christ Church, being the parish church of the parish of Christ Church, Gosport, and the church of Holy Trinity, being the parish church of the parish of Holy Trinity, Gosport, shall both be parish churches of the new parish.

(2) The church of Saint John, being the parish church of the parish of Saint John, Forton, shall, upon the date on which this Scheme comes into operation, cease to be a parish church.

(3) The marriage register books appertaining to the church of Saint John shall be dealt with in accordance with section 62 of the Marriage Act 1949 and, subject to any provisions of the Parochial Registers and Records Measure 1978 that apply thereto and any directions thereunder, any other register books and records of that church which remain in parochial custody shall be dealt with as the Bishop shall direct.

Archdeaconry and deanery

4. The new benefice and parish shall belong to archdeaconry of the Meon and the deanery of Gosport.

Establishment of team ministry

5. (1) A team ministry shall be established for the area of the new benefice.

(2) The cure of souls in that area shall be shared by the incumbent of the new benefice, whose office shall be that of rector in the team ministry, and one other minister, who shall have the title of vicar and a status equal to that of an incumbent of a benefice.

(3) That area shall be in the pastoral care of those who are to share the cure of souls therein together with all other persons who are from time to time authorised by licence or permission of the Bishop to serve in that area as members of the team.

Presentation of rector

6. The rector shall be presented by a patronage board (to be known as "The Forton, Gosport Christ Church and Gosport Holy Trinity Patronage Board") constituted in accordance with the provisions of the Schedule hereto.

The office of vicar in the team ministry

7. (1) The vicar in the team ministry shall be chosen by the Bishop and the rector jointly.

(2) The licence of the Bishop under his episcopal seal appointing the holder thereto may (subject to variation or revocation of any such provision with the consent of the rector and the vicar by subsequent licence under seal) -

- (a) assign to the vicar a special cure of souls in respect of a part of the said area and, if appropriate, the name of vicar of a church in that part;
- (b) assign to the vicar a special responsibility for a particular pastoral function;
- (c) provide that any such special cure or responsibility shall be independent of the rector's general responsibility;
- (d) assign to the vicar a general responsibility to be shared with the rector for the cure of souls in the said area as a whole.

Representation of the laity

8. The Bishop may by Instrument under his hand, with the concurrence of the rector, make provision -

- (a) for ensuring due representation of the congregation of each church or place of worship on the parochial church council of the new parish of Forton, Gosport Christ Church and Gosport Holy Trinity;
- (b) for the election of a district church council for any district in the said parish in which a church or place of worship is situated and for the constitution, chairmanship and procedure of that council;
- (c) for the functions of the parochial church council of the said parish which must or may be delegated to the district church council;
- (d) for the election or choice of deputy churchwardens for any church or place of worship and for the functions of churchwardens of the said parish which must or may be delegated to the deputy churchwardens;

being provisions to the same effect as those which may be made by a Scheme under the Church Representation Rules in the like case.

Places of residence

9. (1) The parsonage house of the benefice of Holy Trinity, Gosport (known as 9, Britannia Way, Gosport, PO12 4FZ) shall be the place of residence of the rector.

(2) Subject to the direction of the Bishop, the vicar in the team ministry shall reside in:-

- (a) the parsonage house of the benefice of Saint John, Forton;
- (b) such other conveniently situated house as may, with the Bishop's approval, be provided in substitution therefor.

Transfer of parsonage house

10. The parsonage house of the benefice of Saint John, Forton (known as 10, Spring Garden Lane, Gosport, PO12 1HY), together with the site and appurtenances thereof and the grounds usually occupied and enjoyed therewith, shall without any conveyance or other assurance be transferred to the Portsmouth Diocesan Board of Finance for diocesan purposes.

Coming into operation of this Scheme

11. If upon the date on which this Scheme is made no person holds an ecclesiastical office under Common Tenure which will be terminated by this Scheme and is in receipt of a stipend and/or other emoluments of office, including accommodation, this Scheme shall come into operation on the first day of the month following the said date; but if on the said date any person holds such an office this Scheme shall come into effect six months thereafter or on such earlier date on which all such offices have been vacated.

SCHEDULE

Constitution of the Forton, Gosport Christ Church and Gosport Holy Trinity Patronage Board

The patronage board referred to in clause 6 of this Scheme shall consist of:-

- (1) the following in right of their respective offices:-

- (a) the Bishop of Portsmouth, who shall be chairman of the board and shall have one vote as a member of the board and a casting vote as chairman;
- (b) the vicar in the team ministry, any deacon authorised to serve in the team ministry, and any person having special responsibility for pastoral care under section 34(8) of the 2011 Measure who shall jointly have one vote which shall be exercised by such one or more of them (acting alone, unanimously or by a majority) as may be present at the meeting in question;

(2) the Portsmouth Diocesan Board of Patronage, which shall have one vote.

In witness whereof the Church Commissioners have caused their Common Seal to be hereunto affixed.

SIGNED by the Right Reverend Christopher,)
)
 Bishop of Portsmouth.)

Executed as a Deed by the affixing of the)
)
 Common Seal of the Church)
)
 Commissioners in the presence of:-)

AUTHENTICATING OFFICER

Notes (not forming part of the draft Scheme)

The Commissioners have been told by the Bishop on the advice of his Diocesan Mission and Pastoral Committee that the rationale behind the diocesan proposals is as follows:

The proposed union of benefices and parishes is necessary to free up people and finances, as well as decrease the burden of administration and buildings, from maintaining a declining/static church and to support cohesive working across the whole area of the affected parishes of St John, Forton; Christ Church, Gosport; and Holy Trinity, Gosport.

Publication of this draft Scheme by the Commissioners does not mean that we have taken a view on the merits of the diocesan case. We have a duty to publish draft Schemes based on diocesan proposals.

If we receive representations against the draft Scheme, we will send all representations, both for and against, to the Bishop whose views will be sought. Individual representors will then receive copies of our correspondence with the Bishop (including copies of all the representations) and they may comment further in writing to us in light of the diocesan response if they so wish.

If there are no representations against the draft Scheme, we will make the Scheme and arrange for it to be brought into effect.

St John's church, Forton

1. It is the diocesan intention that St John's will become a mission hub. Proposals to allow the church building to be used in this way, operating outside the traditional parish structure, will deal with this, for which the diocese is consulting separately. It is also intended to establish a Bishop's Mission Order to cover the geographical area of the deanery of Gosport to enable St John's work as a mission hub. St John's will therefore not wish to have representation on the PCC of the proposed new parish of Forton, Gosport Christ Church and Gosport Holy Trinity.

Clause 3(2) makes provision for St John's to cease to be a parish church. If no such provision was made, it would continue to be a parish church, and would therefore need to have two churchwardens as per the Churchwardens Measure 2001 requirement (i.e. there would then be six churchwardens for the parish); this would create an anomaly here given the longer-term intentions for it.

Banns of marriage may not be called nor marriages solemnized in St John's church from the date on which the proposed Scheme comes into operation (unless the building is subsequently licensed under Section 20 of the Marriage Act 1949). It is the diocesan intention that the building will be so licensed.

Team chapter and team

2. Under section 34(1) of the Mission and Measure 2011 the persons who are to share the cure of souls within the area of the benefice will constitute a team chapter and the team chapter together with the other persons referred to in clause 5(3) will constitute the team.
3. Section 13(1) and paragraphs 19 and 20 of Schedule 2 to the Patronage (Benefices) Measure 1986 apply to the appointment of a team rector

whereby the registered patron of a vacant benefice shall not make any priest an offer to present him or her to a benefice until the making of the offer to the priest in question has been approved by parish representatives of each parish in the team (unless a team council, or joint parochial church council for all the parishes in the benefice, has been established in which case such approval shall be by representatives of the team or joint parochial church council) and the Bishop.

4. Paragraph 2(6) of Schedule 3 to the Mission and Pastoral Measure provides that before the body or other persons who are entitled to choose a person to be a vicar in a team ministry make their choice, they shall consult -
 - (a) the other members of the team;
 - (b) the parochial church council of every parish in the team ministry; and
 - (c) if a special cure of souls in respect of a part of the area is to be assigned in accordance with section 34(7)(a) to the vicar, any district church council concerned.

5. Paragraph 2(7)(a) of Schedule 3 to the Mission and Pastoral Measure provides that the body or other persons who are entitled to choose a person to be a vicar in a team ministry shall not make to any person an offer of appointment as such until the making of the offer to the person in question has been approved by the parish representatives of each parish in the team unless a team council has been established in which case such approval shall be by representatives of the team council.

Representation of the laity

6. The Mission and Pastoral Measure stipulates that any provision for the representation of the laity shall cease to have effect not later than five years from the date on which this Scheme comes into effect. It would, however, be possible under the Church Representation Rules to make similar provision for an unlimited period.

Coming into effect clause

7. Under the provision of s39(3) of the Mission and Pastoral Measure 2011 it is mandatory for a Pastoral Scheme which would have the effect of causing any ecclesiastical office held under Common Tenure the holder of which is in receipt of a stipend and/or accommodation to cease to exist to include the provision in clause 11 delaying the coming into effect of the Scheme for up to six months after it is made. This is to give such an office holder who would be dispossessed an opportunity to find another post before the Scheme takes effect. For the avoidance of doubt this provision is included in all cases where the possibility of such dispossession could arise but the six month delay provision will only become operative if someone in receipt of a stipend and/or accommodation, other than such a person who is appointed by the

Scheme to another office, is actually in post on the day the Scheme is made.

Dispossession of the clergy

8. As a result of the proposed union of the affected benefices and parishes as provided for in clause 2, the existing benefices and parishes would cease to exist and the clergy licensed to the same would become dispossessed of their current posts should the Scheme take effect. The affected clergy would be entitled to 12 months of their current stipend and pension contributions as a lump sum, and to be housed in suitable accommodation for the same 12 month-period (or, by agreement with the diocese, to receive payment in lieu of any such occupation).

Appointments in the proposed new benefice

9. Should the draft Scheme come into effect the Bishop intends that appointments to all the possible offices in the new benefice would be by an open and transparent process. All the office-holders who would be dispossessed from the current benefices would be welcome to apply for any of these posts.

Annex B

Parish information forms for the three parishes

POPULATION		
1	Is the population increasing or decreasing and, if so, to what extent and over what period? (In case of doubt about population figures, the local authority may be able to help.)	no
2	How is the population distributed (e.g. in one or more centres, or dispersed over the parish)?	Dispersed fairly evenly throughout the Parish
PAROCHIAL LIFE ETC.		
3	Approximately how many of those on the church electoral roll live outside the parish?	Just over half – although many of those live just outside the parish (i.e. within two minutes' walk of the boundary).
4	To what extent does the congregation come from outside the parish?	as above
5	Does the congregation increase significantly during the holiday season? If so, please give details.	no
6	Do a significant number of parishioners attend other Anglican churches in the area? If so, give details (eg for reasons of convenience or because the same congregation attends different churches in rotation).	no
7	Has any other denomination a strong following in the parish? If so, please give brief details.	no
CHURCH SCHOOLS		
8	Is there a church school? If so, please state name and type.	yes: St John's CofE Primary School (VA) [Newtown Primary School (VC) is now situated within the Parish boundaries, but retains its historic links with Christchurch Parish]
9	Approximately how many pupils are there?	400
10	From which area are they drawn?	Parish + LA catchment area (which covers parts of Elson & Gosport Holy Trinity Parishes)
11	Are the school buildings available for parochial purposes? If so, please give details.	no
12	Please also state name and type of other schools in the area.	Brockhurst Primary School (LA) St Vincent Sixth Form College (LA) + several preschools
MISCELLANEOUS		
13	What is the parish share, and to what extent does the PCC meet the working expenses of the clergy or lay workers?	£15,406 Most working expenses currently voluntarily borne by Incumbent
14	Please indicate what, if any, trust funds are available to the parish and for what purposes.	Minnie Sturmeay Fund – unrestricted, but only the interest is available St Francis Fund – restricted for the upkeep of a long-defunct Mission Hall (so practically unusable) Smith Fund – unrestricted Weaver Fund - unrestricted

ARE THERE ANY OTHER FACTUAL POINTS WHICH WOULD ENABLE THE CHURCH COMMISSIONERS TO UNDERSTAND THE CHARACTER OF THE PARISH BETTER ?

The Parish has high Indices of Multiple Deprivation (CUF ranking = 1,779).

PARISH INFORMATION FORM

P100

It is important that the information provided on this form is accurate as the Church Commissioners may rely on such information in their consideration of presentations and their decision could be open to legal challenge if any facts upon which they have relied are found to be incorrect.

Please email the completed form(s) to: pastoral@churchofengland.org

BENEFICE	Christ Church and Holy Trinity, Gosport	
Incumbent/Priest-in-Charge (Date of institution/licensing)	Revd Andrew George Davis 8 th June 2007	
Patron(s)	The Bishop of Portsmouth	
Parsonage house (address)	9, Britannia Way, Gosport, PO12 4FZ	
PARISH	Christ Church, Gosport	
Population of parish (adults & children) (Please state how computed)	5,400 (of which 20% are 0-16) based on 2011 census	
Churches and sittings (See Note 1 overleaf) Date built (approx.)	One church, that seats 350. 153 years old. Dedication: Christ Church.	
Church services and numbers attending (See Note 2 overleaf) Example: <i>1st Sunday</i> <i>10.00am</i> <i>Holy Communion</i> <i>Common Worship A</i> <i>(30)</i>	Sundays <i>Time</i> 8.00am <i>Service</i> Holy Communion (Common Worship A; 4 th Sunday, BCP) <i>Numbers</i> 10 - 20 Weekdays <i>Time</i> 10.00am Wednesdays <i>Service</i> Holy Communion (Common Worship A) <i>Numbers</i> 7-18	Sundays <i>Time</i> 9.30am (every Sunday except 3 rd) <i>Service</i> Parish Communion (Common Worship A) <i>Numbers</i> 60-70 <i>Time</i> 10.00am (3 rd Sundays) <i>Service</i> All-Age Communion <i>Numbers</i> 55-60
Electoral roll (for the last five years – the most recent first)	Every one of the five years: 75	
Staff/lay assistance (e.g. curates, lay readers, NSMs etc.)	One NSM Assistant Priest	
Churchmanship and characteristics of that churchmanship	Central, with Catholic and Evangelical elements!	<i>If there is more than one church in the parish please indicate any difference in the churchmanship in the individual churches</i>
Please indicate whether there is a PCC Resolution under Paragraph 20 of the House of Bishops' Declaration on the Ministry of Bishops and Priests (if so, please explain the exact nature of the alternative arrangements made, and the reasons for requesting the same).	Declaration on the Ministry of Bishops and Priests <div style="display: flex; justify-content: space-around; align-items: center;"> NO <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>	
Parochial church organisations and number of regular attenders	Mother's Union: 14 members.	
Other parochial and/or community buildings	Parish Centre with Hall and two meeting rooms, built around 2006/7	<i>Please indicate if any building is not primarily for church use</i>
Other denominations	Methodist Church	
Sociological make-up of parish (e.g. rural, industrial, residential etc.)	Residential, with shopping street.	
Shopping and other local facilities (e.g. Post Office, General Store, Doctor, Dentist, Police Station, Pubs, Clubs, other recreational centres)	Supermarket, Doctors Surgery, several pubs and social clubs, Cafes, takeaways.	

Bus services (please give brief details of any daily bus service around the parish and/or to the nearest town/village centre and their relevance in enabling attendance at church services)	Bus routes through centre of parish.
--	--------------------------------------

POPULATION		
1	Is the population increasing or decreasing and, if so, to what extent and over what period? (In case of doubt about population figures, the local authority may be able to help.)	Fairly stable
2	How is the population distributed (e.g. in one or more centres, or dispersed over the parish)?	Fairly evenly
PAROCHIAL LIFE ETC.		
3	Approximately how many of those on the church electoral roll live outside the parish?	About 40
4	To what extent does the congregation come from outside the parish?	Half to two-thirds
5	Does the congregation increase significantly during the holiday season? If so, please give details.	No
6	Do a significant number of parishioners attend other Anglican churches in the area? If so, give details (eg for reasons of convenience or because the same congregation attends different churches in rotation).	No
7	Has any other denomination a strong following in the parish? If so, please give brief details.	
CHURCH SCHOOLS		
8	Is there a church school? If so, please state name and type.	Yes, Newtown, Voluntary-Aided
9	Approximately how many pupils are there?	380
10	From which area are they drawn?	Our parish and Forton parish
11	Are the school buildings available for parochial purposes? If so, please give details.	No
12	Please also state name and type of other schools in the area.	Hazelworth Primary School
MISCELLANEOUS		
13	What is the parish share, and to what extent does the PCC meet the working expenses of the clergy or lay workers?	£19,600.00 Parish Share. Expenses met in full.
14	Please indicate what, if any, trust funds are available to the parish and for what purposes.	None

ARE THERE ANY OTHER FACTUAL POINTS WHICH WOULD ENABLE THE CHURCH COMMISSIONERS TO UNDERSTAND THE CHARACTER OF THE PARISH BETTER ?

Many of those who have joined us recently are elderly, who feel unwanted in neighbouring parishes, where the emphasis is on children and young families. Hence it is galling to be admonished for an ageing congregation, when the elderly are choosing to come here, for the worship and care we offer.

PLEASE: (i) INDICATE THE LEVEL OF SUPPORT, OR OTHERWISE, OF THE PCC FOR THE PROPOSALS/DRAFT SCHEME (OR ORDER); AND/OR (ii) PLEASE SHOW THE VOTING FIGURES (IF A VOTE WAS TAKEN)			
	For	Against	Abstentions
	We haven't been asked to vote. Most people cannot see past that priest being given notice.....		

Completed by ...Revd Andy Davis...(Incumbent/Priest-in-Charge/etc.) Date 19-5-19.....

Note 1:	Please describe by dedication etc. and state whether the building is a parish church, chapel of ease or other place of worship (eg mission hall etc.)
Note 2:	

Please state (1) the frequency of church services, (2) the time, (3) the type and/or name of the service (e.g. Holy Communion, Sung Eucharist, Morning Prayer etc.), (4) the service book used and (5) the average congregation for each service.

Shopping and other local facilities (e.g. Post Office, General Store, Doctor, Dentist, PC Station, Pubs, Clubs, other recreational centres)	We have everything in and around the High Street with the exception of a Police Station
Bus services (please give brief details of any daily bus service around the parish and/or to the nearest town/village centre and their relevance in enabling attendance at church services)	All Gosport bus routes begin and end at the Bus Station which is close to the church.

POPULATION		
1	Is the population increasing or decreasing and, if so, to what extent and over what period? (In case of doubt about population figures, the local authority may be able to help.)	3000. Fairly Static
2	How is the population distributed (e.g. in one or more centres, or dispersed over the parish)?	New concentration either side of the High Street
PAROCHIAL LIFE ETC.		
3	Approximately how many of those on the church electoral roll live outside the parish?	52
4	To what extent does the congregation come from outside the parish?	47
5	Does the congregation increase significantly during the holiday season? If so, please give details.	No
6	Do a significant number of parishioners attend other Anglican churches in the area? If so, give details (eg for reasons of convenience or because the same congregation attends different churches in rotation).	No
7	Has any other denomination a strong following in the parish? If so, please give brief details.	Catholic Church, well attended
CHURCH SCHOOLS		
8	Is there a church school? If so, please state name and type.	No
9	Approximately how many pupils are there?	N/A
10	From which area are they drawn?	N/A
11	Are the school buildings available for parochial purposes? If so, please give details.	N/A
12	Please also state name and type of other schools in the area.	N/A
MISCELLANEOUS		
13	What is the parish share, and to what extent does the PCC meet the working expenses of the clergy or lay workers?	£18,560 Fully meet expenses
14	Please indicate what, if any, trust funds are available to the parish and for what purposes.	1 very small Trust Fund which generates approximately £50 per year for the needy

ARE THERE ANY OTHER FACTUAL POINTS WHICH WOULD ENABLE THE CHURCH COMMISSIONERS TO UNDERSTAND THE CHARACTER OF THE PARISH BETTER ?
 Holy Trinity has always had a deep spiritual and emotional bond between the Priest and the people.

PLEASE: (i) INDICATE THE LEVEL OF SUPPORT, OR OTHERWISE, OF THE PCC FOR THE PROPOSALS/DRAFT SCHEME (OR ORDER); AND/OR (ii) PLEASE SHOW THE VOTING FIGURES (IF A VOTE WAS TAKEN)			
	For	Against	Abstentions
On the local formal consultations:	We were not asked by Portsmouth Diocese	To carry this out	
On the published draft Scheme:	We cannot see beyond the shoddy treatment of our priest.		

Completed by PCC Secretary Date Thursday 23rd. May, 2019

Note 1: Please describe by dedication etc. and state whether the building is a parish church, chapel of ease or other place of worship (eg mission hall etc.)

Note 2:

Please state (1) the frequency of church services, (2) the time, (3) the type and/or name of the service (e.g. Holy Communion, Sung Eucharist, Morning Prayer etc.), (4) the service book used and (5) the average congregation for each service.