



Rex Andrew
Pastoral

Our ref: NB31/149b/RA

25 January 2021

Mission and Pastoral Measure 2011
Diocese of Rochester
Benefices of Penshurst and Fordcombe; and Chiddingstone with Chiddingstone Causeway

The Bishop of Rochester has asked us to prepare a draft Pastoral Scheme in respect of pastoral proposals affecting these benefices.

I attach a copy of the draft Scheme and a glossary of terms used. I am sending a copy to all the statutory interested parties, as the Mission and Pastoral Measure requires, and any others with an interest in the proposals.

Anyone may make representations **for** or **against** all or any part or parts of the draft Scheme (please include the reasons for your views) by post or, preferably, by email to reach me no later than midnight on **Monday 8 March 2021**. If we have not acknowledged receipt of your representation before this date, please ring or e-mail me to ensure it has been received. For administrative purposes, a petition will be classed as a single representation and we will only correspond with the sender of the petition, if known, or otherwise the first signatory for whom we can identify an address – “the primary petitioner”.

If we do not receive representations against the draft Scheme, we will make the Scheme and it will come into effect as it provides. A copy of the completed Scheme will be sent to you together with a note of its effective date.

If we receive any representations against the draft Scheme, we will send them, and any representations supporting the draft Scheme, to the Bishop whose views will be sought. Individual representors and the primary petitioner will then receive copies of our correspondence with the Bishop (including copies of all the representations). They and individual petitioners may comment further. Copies of all of the representations received and associated correspondence will normally be published on the Commissioners' website if the matter needs to be considered by us.

Those making representations should indicate whether they would like an opportunity to speak to the Commissioners regarding their representations in the event the Commissioners decide a hearing should be held. Meetings are normally held at Church House, Westminster, but during the current circumstances they may need to be held virtually via 'Zoom'. If a

hearing is held, we will let you know the arrangements for attending (in person or virtually) and details will also appear on our website. Otherwise, if a hearing is not to be held, the case will be considered in private and you will be informed accordingly.

When we acknowledge representations we will let individual representors (and the primary petitioner) know the next few dates of our Committee's meetings. We will confirm the actual date of any hearing nearer the time. The Commissioners will decide if the draft Scheme should proceed when they consider all the representations on the basis of a paper prepared by their staff and any points raised at the meeting. If the Commissioners do so decide, any representor or petitioner against the draft Scheme may seek leave from the Privy Council to appeal against the decision.

You will be informed of the Commissioners' decision and the reasons for it.

Please see www.churchofengland.org/consultation for further information about the procedure.

PCC Secretaries, incumbents/priests-in-charge/rural deans, persons taking services during the Notice Period and local planning authorities should refer to the relevant notes below for important additional information concerning them.

Rex Andrew

Notes

1. PCC Secretaries

The draft Scheme is sent to you to ensure that the PCC as a body is able to make a representation on the draft if it wishes.

You are required as soon as possible to:

- i) print and display the Notice(s) **(to avoid spread of Covid-19, please display single-sided)** at or near the main door of **every** parish church, chapel of ease or licensed place of worship in your parish; (if you are unable to print the Notice(s) please get in touch with me and I will make arrangements for copies to be sent to you for display);
- ii) make arrangements for the Announcement (see 2. below) to be made at as many services as possible at every parish church, chapel of ease or licensed place of worship in your parish where a service is held during the notice period (including any that are 'streamed').

Please e-mail or telephone me confirmation as soon as you have displayed the Notice(s) and made arrangements for the announcements to be made. Do not wait until the end of the notice period before confirming this.

Although the following are not legal requirements, to ensure that as many of those who habitually attend public worship, as is practicable, are aware of the contents of the Notice, you are also encouraged to take (or make arrangements for), where possible, such of the following steps as is appropriate in your parish:

- i) arrange for copies of the Notice to be posted to members of the worshipping community who are shielding or self-isolating (in accordance with the general advice to parishes this should be by the postal service and not hand delivered);
- ii) insert the Notice in the parish magazine or newsletter;
- iii) use Facebook/social media posts;
- iv) send emails; and
- v) spread by word of mouth, including pastoral telephone calls.

Please make a note of what you have been able to do regarding steps i) to v) above in case the consultation process is queried.

If you are no longer the PCC Secretary, please pass this communication to the current Secretary and let me have a note of his or her name and email/postal address.

2. The Announcement

Anybody taking services (including those that are 'streamed') during the Notice Period should ensure that the following announcement is made.

"A Notice giving the objects of proposed pastoral reorganisation affecting this parish has or will be displayed near the main door and on the Church of England website. The Notice includes the last date by which representations regarding the proposed reorganisation may be made to the Church Commissioners."

PCC Secretaries – please note that it is essential that:

- i) Notices are displayed; and
- ii) arrangements are made for Announcements.

3. Incumbents/priests-in-charge/rural deans

Please ensure that the required Notices are displayed and Announcements made.

If a PCC Secretary is not able to carry out these requirements, please could you arrange for these matters to be dealt with as soon as possible. Please also let me know if there has been a recent change of Secretary in any of the parishes.

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

This draft Scheme provides for the union of the benefice of Penshurst and Fordcombe and the benefice of Chiddingstone with Chiddingstone Causeway, (together with the union of the two parishes of Chiddingstone; and Chiddingstone Causeway) in the diocese of Rochester, for the selection of the first incumbent of the new benefice and for his/her parsonage house to be that of the benefice of Penshurst and Fordcombe, for the transfer of the parsonage house of the benefice of Chiddingstone with Chiddingstone Causeway to the Rochester Diocesan Board of Finance for diocesan purposes and for the future patronage arrangements for the new benefice.

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 Right Reverend James, Bishop of Rochester, having consented thereto.

Union of benefices and certain parishes

1. (1) The benefice of Penshurst and Fordcombe and the benefice of Chiddingstone with Chiddingstone Causeway in the diocese of Rochester shall be united to create a new benefice which shall be named "The Benefice of Penshurst, Fordcombe and the Chiddingstone Churches".

(2) The parish of Chiddingstone and the parish of Saint Luke, Chiddingstone Causeway shall also be united to create a new parish which shall be named "The Parish of Chiddingstone and Chiddingstone Causeway".

(3) The area of the new benefice shall comprise the parish of Penshurst, the parish of Saint Peter, Fordcombe (the name of which shall be altered to "The Parish of Fordcombe") and the new parish of Chiddingstone and Chiddingstone Causeway, which parishes shall continue distinct.

Archdeaconry and deanery

2. The new benefice and its constituent parishes shall belong to the archdeaconry of Tonbridge and the deanery of Tonbridge.

Selection of first incumbent

3. If immediately before this Scheme comes into operation any person has been licensed by the Bishop to serve within the area of either of the benefices referred to in clause 1 hereof as priest-in-charge that person shall be the first incumbent of the new benefice. However, if immediately before this Scheme comes into operation no such person has been so licensed the first incumbent of the new benefice may be selected by the Bishop after consultation with the other patrons of the new benefice and the parochial church councils of the parishes in the area of the new benefice.

Assistant curates: consequential provision

4. (1) If immediately before this Scheme comes into operation the Reverend William Duncan MacDougall holds the office of assistant curate (however described) in either of the benefices and/or parishes referred to in clause 1 hereof he shall, in consequence of the union of benefices and certain parishes effected by the Scheme hold that office subject to the same

Notes by the Diocesan office (not forming part of the draft Scheme)

The rationale behind the diocesan proposals is as follows:

These proposals seek to address some of the missional challenges of the rural Church in the 21st century by reimagining the shape of the Church's ministry. This is, in part, a response to the challenges of:

- **Significant and continuing decline in and ageing of church attendance;**
- **Financial challenges faced by churches; and**
- **Significant decline in the number of stipendiary clergy, which is due to accelerate in the next ten years.**

The challenge is to become a growing Church – in numbers, in confidence and on depth of discipleship and to do so collaboratively across rural communities and congregations. This particular reorganisation is part of a wider review of the rural parishes in the Tonbridge Deanery and the overall aim is to create missional units of adjacent parishes where benefice sizes are over 3,000 population and each is served by a small team of lay and ordained ministers.

Publication of this draft Scheme has been approved by the Church Commissioners but does not mean that they have taken a view on the merits of the diocesan case.

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

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

Selection of first incumbent – clause 3

The draft proposals that the interested parties were consulted on as part of the section 6 of the 2011 Measure process in September 2020 had named the Reverend Thomas Holme as the first incumbent of the proposed new benefice. However, as Mr Holme has since retired, it is intended to appoint a priest-in-charge to the existing benefices as soon as possible and this clause has been included to allow the priest-in-charge to become the first incumbent of the proposed new benefice. The patrons and parishes concerned will be fully consulted over the appointment of the priest-in-charge. If it is not possible to appoint a priest-in-charge before the Scheme comes into effect the first incumbent of the new benefice may then either be selected by the Bishop under the authority contained in clause 3 or appointed under the Patronage (Benefices) Measure 1986, depending on how far the process of appointing a priest-in-charge has progressed.

Clause 4(2)

The above clause has been included to ensure that any person holding an office of assistant curate (however described) shall as consequence of the union of the benefices and certain effected by the Scheme hold such office or offices subject to the same terms of service in the new benefice of Penshurst, Fordcombe and the Chiddingstone Churches. Although there is currently no such unnamed office holder in post, this clause is included in case any such office holder is appointed before this Scheme comes into operation.

Churches etc

This Scheme does not alter the existing status of any of the churches, chapels of ease or licensed places of worship in the affected parishes.

The parsonage house of the Chiddingstone with Chiddingstone Causeway

A benefice can legally only have one parsonage house at any given time, and therefore provision needs to be made for any other houses. Here clause 6 transfers the Chiddingstone house to the Rochester DBF for diocesan purposes and it will continue to be used as the place of residence of the Reverend William MacDougall.

Patronage arrangements – clause 7

The patrons of the existing benefices are:

Penshurst and Fordcombe:	Viscount De L'Isle
Chiddingstone with Chiddingstone Causeway:	The Archbishop of Canterbury The Bishop of Rochester

These patronage interests have been taken into account, as is required by the 2011 Measure, in establishing the patronage arrangements for the proposed new benefice. Provision is made for the patronage to be exercised jointly by all three patrons on each occasion to ensure they have a full say in ever appointment process.

Joint council

The PCCs of the proposed new benefice will need to consider separately whether it is appropriate for a joint council to be established for some or all of the three parishes concerned, and what functions should be delegated to such a council – which can only be established under the Church Representations Rules process (as it is not a matter that can be dealt with under the 2011 Measure one).

Glossary of words commonly used in Pastoral Reorganisation

A fuller version is available in the Code of Recommended Practice to the Mission and Pastoral Measure 2011

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

Archbishop	Senior bishop with authority over a Province - of Canterbury and of York.
Archdeacon	An office held by a senior clergyman appointed by the bishop with an administrative responsibility over an archdeaconry. Some of his duties are laid down by law but in other respects his duties vary according to diocesan practice: they include care for church property.
Archdeaconry	Sub-division of the diocese over which an archdeacon has administrative responsibility.
Benefice	An ecclesiastical office carrying certain duties. An incumbent's benefice is therefore not a geographical area (see parish) but the office to which (s)he is appointed and may comprise one or more parishes. A benefice may be a rectory or vicarage from which the incumbent is called rector or vicar.
Bishop	In the Church of England the bishop is the central focus of organisation and ministry within his diocese. He is the chief pastor and authority and shares the cure of souls with all the incumbents of that diocese. He is also, in his own person, the chief representative of the diocese in the work of the wider church. He may be assisted by suffragan or assistant bishops.
Bishop's Pastoral Order	An amendment made in 2018 to the Mission and Pastoral Measure 2011 to enable fairly minor matters to be dealt with by the Bishop at the local/diocesan level and for which there are no rights of objection. e.g. changing the name of a benefice or parish.
Common Tenure	The basis on which all Church of England offices will eventually be held under the Ecclesiastical Offices (Terms of Service) Measure 2009. Existing holders of freehold offices may decide not to opt-in to Common Tenure but new office holders will be on Common Tenure.
Chapel of Ease	A consecrated church that it is not a parish church but is within a parish that does have a parish church. Originally for the ease of parishioners who could not attend the parish church.
Church Representation Rules	Schedule 3 to the Synodical Government Measure 1969 but updated as a separate booklet. They contain the mechanism for the setting up of representative bodies in the Church of England from parochial church councils to the House of Laity of the General Synod.
Cure of Souls	'Cure' means 'care'. The bishop has the universal cure of souls in a diocese but, subject to this, the incumbent of a benefice (or team rector and team vicar(s) in a team ministry) has the exclusive cure of souls within his or her parish or parishes. The expression should not be confused with the more general phrase 'pastoral care'.
Deanery	A sub-division of an archdeaconry usually comprising between 10 and 20 parishes.
Declaration of closure for regular public worship	The act of closing a church for public worship under the Mission and Pastoral Measure 2011.
Diocesan Board of Finance	A company constituted by the diocesan synod and regulated by the Companies Acts. A board of finance holds property for Church of England purposes, transacts business in that connection and acts as a committee of the diocesan synod. It normally also acts as the diocesan trust.
Diocesan Mission and Pastoral Committee	Statutory Committee established by the Mission and Pastoral Measure 2011. Its duty is to review the arrangement for pastoral supervision in the diocese and, as appropriate, to make recommendations to the bishop.
Diocese	One of 41 main territorial units of the Church of England over which a bishop has responsibility. Divided into archdeaconries, deaneries and parishes.
District Church Council	If a parish comprises two or more places of worship or churches then individual councils can be set up for the districts in which each place of worship or church is situated to exercise such functions as may be delegated by the parochial church council.
Glebe	Land or buildings vested in the Diocesan Board of Finance that either provides a rental income to augment the Diocesan Stipends Fund or provides housing for those involved in the cure of souls.
Group Ministry	An arrangement, authorised by the Mission and Pastoral Measure 2011 whereby the clergy of two or more separate benefices can assist each other to make the best possible provision for the cure of souls in the area as a whole.
Incumbent	Holder of a benefice (which can be either a freehold or a Common Tenure office) – and can be either a rector or a vicar - with responsibility for the cure of souls. May be assisted by curate, deacon, licensed lay worker, retired priest etc.

Joint Council	A provision brought about by the Church Representation and Ministers Measure 2019, which may only be established under the Church Representation Rules, and deals with matters that may be delegated to it by the PCCs concerned. Please note that it is now no longer possible for any new group councils, team councils or joint PCCs to be established under the CRRs (or for a time-limited permissive option under the Mission and Pastoral Measure 2011 process).
Leave to Appeal	Any person who makes a representation to the Commissioners against a pastoral scheme has a right to apply for leave to appeal to the Judicial Committee of the Privy Council against a decision of the Commissioners to proceed notwithstanding that representation.
Members ('Other') of a Team Ministry	May be clerical or lay (see s.34 of Mission and Pastoral Measure 2011). They share the pastoral care of the area with the team rector and team vicars, but NOT the cure of souls.
Mission and Pastoral Measure 2011	The Measure of the General Synod which authorises changes in pastoral reorganisation. Designed to "make better provision for the cure of souls". Part of the law of the land and equivalent to an Act of Parliament.
Mission, Pastoral and Church Property Committee	A Committee of the Commissioners' Board of Governors which makes decisions on representations on pastoral, church buildings, houses and glebe matters. It is chaired by the Third Church Estates Commissioner.
Parish Centre of Worship	An unconsecrated Place of Worship designated by the bishop under s.43 of the Mission and Pastoral Measure 2011 whereupon for most purposes (other than marriage) it is regarded as a parish church.
Parish Church	A consecrated building in a parish in which, subject to canon law, the statutory services must be held. Parishioners have a right to be married, baptised etc. in the parish church. S.41(2) of the Mission and Pastoral Measure 2011 requires that any new church or existing building which is to become a parish church must be approved by the bishop, subject to the bishop having consulted both the Diocesan Pastoral Committee and the Diocesan Advisory Committee.
Parochial Church Council	Representative body of parishioners elected from those on the electoral roll in accordance with the Church Representation Rules. Usually chaired by incumbent.
Parsonage House	The official place of residence of an incumbent of a benefice. The house belongs to the incumbent in right of his or her office.
Pastoral Order	A document which effects changes in pastoral reorganisation made under the Mission and Pastoral Measure 2011. Differs from a pastoral scheme mainly in that it deals with lesser matters.
Pastoral Scheme	A document which effects more complex changes in pastoral reorganisation made under the Mission and Pastoral Measure 2011.
Patron	The person or body owning an advowson (i.e. right to present a priest to a benefice) who may be a private individual or a corporation (ecclesiastical or lay).
Plurality	The holding of two or more separate benefices by one incumbent who then has the freehold of all the benefices. This can only be authorised by a scheme or order under the Mission and Pastoral Measure 2011.
Priest in Charge	A priest given charge of a benefice by licence of the bishop. (S)he has not been presented and is not the incumbent but holds office under common tenure.
Representations	The Mission and Pastoral Measure 2011 requires that any draft scheme or order be published and made available to the public. Any person can make written representations to the Commissioners either for or against what is proposed.
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. Can only be established by a pastoral scheme.
Team Rector	The priest in a team ministry who heads the team and owns the property of the benefice. (S)he shares the cure of souls with the team vicars.
Team Vicar	A priest of incumbent status in a team ministry, other than the team rector. (S)he shares the cure of souls with the team rector and other team vicars.

Please do not touch this Notice

(to avoid possible spread of Covid-19)

Notice

Mission and Pastoral Measure 2011 Draft Pastoral Scheme

25 January 2021

The Church Commissioners have prepared a draft Scheme in respect of proposals sent to them by the Bishop of Rochester for the union of the benefice of Peshurst and Fordcombe and the benefice of Chiddingstone with Chiddingstone Causeway, (together with the union of the two parishes of Chiddingstone; and Chiddingstone Causeway) in the diocese of Rochester, for the selection of the first incumbent of the new benefice and for his/her parsonage house to be that of the benefice of Peshurst and Fordcombe, for the transfer of the parsonage house of the benefice of Chiddingstone with Chiddingstone Causeway to the Rochester Diocesan Board of Finance for diocesan purposes and for the future patronage arrangements for the new benefice.

The draft Scheme is on our website www.churchofengland.org/consultation or you may obtain a copy from me. **Large print and/or audio copies are available on request.** Anyone may make representations **for** or **against** all or any part of the draft Scheme (please include the reasons for your views) by post or, preferably by email, to reach me no later than midnight on **Monday 8 March 2021**. If I have not acknowledged its receipt, please ring or e-mail me. For administrative purposes, a petition will be classed as a single representation and we will only correspond with the sender of the petition, if known, or otherwise the first signatory for whom we can identify an address – “the primary petitioner”.

- When making a representation, please indicate the nature of your interest in the proposals (e.g. parishioner, member of parochial church council, etc) and whether you would like an opportunity to speak to the Commissioners regarding your representation if they decide a hearing should be held regarding the case.
- If we receive representations against the draft Scheme, we will send them, and any representations supporting the draft Scheme, to the Bishop whose views will be sought. Individual representors and the primary petitioner will then receive copies of the correspondence with the Bishop (including copies of all the representations) and will be told whether a hearing is to be held. They and individual petitioners may comment further to the Commissioners. Copies of all of the representations received and associated correspondence will be published on the Commissioners’ website if the matter needs to be considered by the Commissioners.
- If a hearing is held, anyone may attend the meeting of the Commissioners’ Committee that considers the case and representors may have an opportunity to speak to it. Otherwise, if a hearing is not to be held, the case will be considered in private and you will be informed accordingly.
- When we acknowledge representations we will let individual representors (and the primary petitioner) know the next few dates of our Committee’s meetings. We will confirm the actual date if a hearing is to be held nearer the time.
- The Committee will decide if the draft Scheme should proceed when it considers all the representations on the basis of a paper prepared by the Commissioners’ staff and any points raised at the meeting. The Commissioners will notify all representors of their decision and give a statement of the reasons for it.

Please see www.churchofengland.org/consultation for further information about the procedure.

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