

**Church Commissioners**

**Mission, Pastoral and Church Property Committee**

**Mission and Pastoral Measure 2011**

**Benefices of Boylestone, Church Broughton, Dalbury, Longford, Long Lane, Radbourne, Sutton on the Hill and Trusley; Etwall and Egginton; Hilton with Marston-on-Dove; Hatton; Kirk Langley; Mackworth; Mugginton and Kedleston; and Mickleover**

**(Diocese of Derby)**

**Note by Katie Lowe**

**Introduction**

- (i) The Committee considered this case at its meeting in July (MPCP(23)21). It asked for more specific information from the Bishop on how the local consultation fulfilled the spirit of the Mission and Pastoral Measure; and sought clarification regarding the number of stipendiary posts available for this part of the deanery. The responses have been received so the Committee can consider the case again.
- (ii) The draft Pastoral Scheme provided for:
- *the dissolution of the benefice of Boyleston, Church Broughton, Dalbury, Longford, Long Lane, Radbourne, Sutton on the Hill and Trusley;*
  - *the termination of the plurality established for the benefice of Kirk Langley and the benefice of Mackworth;*
  - *the creation of a new benefice of Dalbury, Sutton-on-the-Hill and Trusley and its immediate union with the benefice of Etwall and Egginton;*
  - *the creation of a new benefice of Boylestone and Church Broughton and its immediate union with the benefice of Hilton with Marston-on-Dove and the benefice of Hatton;*
  - *the creation of a new benefice of Longford and Long Lane and its immediate union with the benefice of Kirk Langley, the benefice of Mackworth and the benefice of Mugginton and Kedleston;*
  - *the creation of a new benefice of Radbourne and its immediate union with the benefice of Mickleover;*
  - *the appointment (as appropriate) of the first incumbents of the new benefices and their housing;*
  - *the disposal or transfer of the parsonage houses of Boylestone, Church Broughton, Dalbury, Longford, Long Lane, Radbourne, Sutton on the Hill and Trusley; and Hatton to the Derby Diocesan Board of Finance; and*
  - *the future patronage arrangements of the new benefices*

## Background

1. The Committee will recall that the draft Scheme attracted **four representations** against the proposal. Those opposed to it were mainly concerned about the size of the proposed new benefice which includes the parish of Kirk Langley. They said that covering six churches was too much work for one priest. The other concern was regarding the proposed patronage arrangements and appointments of incumbents by the Scheme.
2. The Committee was minded to allow the Scheme to proceed as it appeared to equalise workloads between the incumbents of the proposed new benefices. The Committee was also satisfied that the proposed patronage arrangements for the proposed benefice of Kirk Langley and Mackworth; Mugginton and Kedleston; Longford; and Long Lane had due regard to existing patronage interests and was appropriate for the new benefice.
3. However, it requested further information on two key aspects before making a final decision:
  - (i) The Committee expressed concern about the local consultation process to which only one PCC had responded. It accepted that the legal requirements had been met and acknowledged that extensive informal consultation may have meant that PCCs did not feel they needed to respond. Nonetheless, the Committee felt that there may have been insufficient follow-up by the DMPC especially as several of the benefices had been vacant at the time. Members noted that consultation on the review of the Mission and Pastoral Measure had highlighted the importance of fulfilling the spirit of the consultation process as well as the legal requirements. The Committee therefore asked for more detail about how the consultations had been carried out.
  - (ii) Members also noted that there seemed to be a reduction in the number of incumbent posts from that if all the existing benefice posts were filled. The Bishop had referred to an increase of 0.5 posts across the deanery but it was not clear how that related to this part of the deanery. They also asked for clarification from the Bishop on this point.
4. The Committee needs to consider whether it is now sufficiently satisfied that:
  - (i) the local consultation fulfilled the spirit of the Mission and Pastoral Measure; and
  - (ii) the proposed benefice of Kirk Langley and Mackworth; Mugginton and Kedleston; Longford and Long Lane would not be too large and not be too great a workload for one incumbent.
5. Attached are:  
  
Annex A: The Committee Secretary's letter to the Bishop of Derby of 4 August 2023 together with her response of 25 August 2023;  
  
Annex B: A map of the area;

Annex C: The paper that went to the July 2023 meeting less annexes.

## Summary of ministerial provision

6. The table below shows the existing and new staffing arrangements that would apply if the Scheme is approved.

Existing benefices	Historic Staffing	Proposed benefices	Proposed staffing
<p>Mugginton and Kedleston</p> <p>Kirk Langley</p> <p>Mackworth</p>	<p>The Revd Brenda Jacqueline Stober until July 2023 (she then moved to Canada)</p> <p>4 days as priest-in-charge 2 days as area dean</p> <p>She is the priest mentioned by the Bishop as being 0.5 priest-in-charge</p>	<p>Kirk Langley and Mackworth; Mugginton and Kedleston; Longford and Long Lane</p>	<p>1 x incumbent FTE</p> <p>to be appointed</p> <p>(will not be area dean)</p>
<p>Boyleston; Church Broughton; Dalbury; Longford; Long Lane; Radbourne; Sutton on the Hill and Trusley</p> <p>“Longford 8”</p>	<p>SSM (the Revd Jane Legh) until July 2021. Full time</p> <p>Currently no incumbent</p>		<p>No staffing as this benefice will not exist in the new arrangements; its parishes are being split between the four new benefices</p> <p>Clarified that Revd Jane Legh will not be providing regular ministry under a PtO but has and may provide occasional offices.</p>
<p>Mickleover</p>	<p>The Rev Canon Peter Francis Walley Full time</p> <p>Has also been licensed as assistant curate of Radbourne</p> <p>The Revd Ian Godlington – assistant curate</p>	<p>Mickleover and Radbourne</p>	<p>1 x incumbent FTE</p> <p>The Revd Canon Peter Walley</p> <p>Plus Assistant curate Revd Ian Godlington</p>

	The Revd Mary Staunton – assistant curate – retired 2022 PtO from 2023		
Hatton	Rev Edward Geoffrey Whittaker – full time P-in-c of Hatton and P-in-c of Hilton with Marston-on-Dove  Also licensed as assistant curate of Boyleston and Church Broughton  He has been appointed since the pastoral reorganisation begun.	Hilton with Marston on Dove, Hatton, Boylestone and Church Broughton	1 x incumbent FTE  The Revd Edward Whittaker
Hilton with Marston-on-Dove			
Etwall and Egginton	Rev Stella Greenwood  This benefice was in vacancy when the pastoral reorganisation begun.  Been in post just over a year – full-time  Appointed as incumbent of Etwall and Egginton and assistant curate of Sutton-on-the-Hill and Trusley	Etwall, Egginton, Dalbury, Sutton-on-the-Hill and Trusley	1 x incumbent FTE  The Revd Stella Greenwood
Staffing provision	3.5 stipendiary 1 SSM 1 assistant curate		4 FTE stipendiary 1 assistant curate

## **The Bishop's response**

7. The Bishop states that the staffing level for the 8 churches in the Longford 8 benefice prior to this proposed reorganisation was one full time self-supporting minister, as all the parishes have very low population numbers. Currently across all the churches involved in this proposed pastoral scheme (the existing Longford 8 and the benefices into which those Longford 8 parishes would move in this scheme) there are 3.5 full time equivalent (FTE) posts and one FTE SSM post. In the new shape, the Bishop says the proposal is that there will be four FTE stipendiary posts. To clarify her earlier comment the Bishop says there is an increase in stipendiary allocation of 0.5 posts, though one less SSM post.
8. Regarding informal consultations the Bishop explains that members of the deanery leadership team had conversations with each of the PCCs which might be involved (including Scropton which decided not to join in) and acting Archdeacon Peter Walley also had informal conversations directly with all the PCCs. The Bishop gives details of the acting Archdeacon's informal conversations and explains that the then priest-in-charge at Kirk Langley, Mackworth, Mugginton and Keddleston had reservations about taking on Longford and Long Lane. She explains that the priest-in-charge held her parochial responsibilities alongside commitment of 0.3 FTE as area dean. The Bishop says that the area dean responsibility is no longer linked to this post. Regarding the formal consultation the Bishop says that no letters are sent chasing people who do not respond as the correspondence makes it clear that no response is taken to signify agreement.
9. The Bishop explains that in the pre-vacancy meeting with wardens from Kirk Langley, Mackworth, Mugginton and including Longford and Long Lane held last month, Acting Archdeacon Nicky talked with them about the shape of the benefice and future appointments and they confirmed that they were all hoping the pastoral scheme goes ahead enabling the appointment of a full-time priest in charge across Kirk Langley, Mackworth, Mugginton and Kedleston, Longford and Long Lane.
10. The Bishop states that the pastoral reorganisation was discussed at deanery synod on 29 July 2021.

## **Supplementary comments from consultees**

11. The former priest-in-charge, who is now in Canada, has written to say that she was not opposed to the addition of Longford and Long Lane to the benefice *per se*. She says that as area dean it was the idea of her deanery pastoral committee to reorganise the Longford 8 in this way as it offered the best way to meet the needs of the parishes concerned. She says that she was opposed to the reduction in post allocation from 0.7 to 0.5 stipend, as time management would be a challenge. She says the incumbent will need to be heavily involved in rebuilding the church and regrowing the congregation at Mackworth following the 2020 fire, as well as maintaining the congregation at Kirk Langley, the parish with the most potential in terms of future growth due to new housing in the village. She says that in addition, the benefice will have four church schools, all of them keen to work alongside the diocese in Christian education. She says that with budgets being what they are, she accepts the reduction may be inevitable.

12. The self-supporting minister mentioned in the Bishop's response under **Staffing Levels** has written to clarify that she was technically, part-time Interim Priest-in-Charge of the Longford 8 Benefice while remaining Assistant Curate (Associate Priest) in the adjacent benefice of the South Dales. She says that the Bishop's response suggests that with PtO she is still offering ministerial support in the Longford8 benefice. She has since clarified that she will not be providing regular ministry under a PtO in the Longford8 benefice but has and may provide occasional offices if required. She says that it is in the South Dales Benefice that she continues to offer ministerial support.

**The issues for the Committee, in light of the previous discussion and additional information, are:**

13. Does the local consultation fulfil the spirit of the Mission and Pastoral Measure?
14. Would the proposed benefice of Kirk Langley and Mackworth; Mugginton and Kedleston; Longford and Long Lane be too large and be too great a workload for one incumbent?

**Recommendation**

15. The Committee, with the benefit of the additional information provided, is invited to consider the representations and the issues set out and, in the light of these, whether or not the draft Scheme should proceed.

Katie Lowe

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20 September 2023



 THE CHURCH  
OF ENGLAND  

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CHURCH  
COMMISSIONERS

**By email only**

Peter Wagon  
Pastoral

The Rt Revd the Bishop of Derby

Our ref: 12/27/kl

4 August 2023

Dear Bishop

**Mission and Pastoral Measure 2011**

**Benefices of Boylestone, Church Broughton, Dalbury, Longford, Long Lane, Radbourne, Sutton on the Hill and Trusley; Etwall and Egginton; Hilton with Marston-on-Dove; Hatton; Kirk Langley; Mackworth; Mugginton and Kedleston; and Mickleover  
Proposed Pastoral Scheme**

At its meeting on 26 July, the Commissioners' Mission, Pastoral and Church Property Committee considered the draft Pastoral Scheme providing for:

- (i) the dissolution of the benefice of Boyleston, Church Broughton, Dalbury, Longford, Long Lane, Radbourne, Sutton on the Hill and Trusley;
- (ii) the termination of the plurality established for the benefice of Kirk Langley and the benefice of Mackworth;
- (iii) the creation of a new benefice of Dalbury, Sutton-on-the-Hill and Trusley and its immediate union with the benefice of Etwall and Egginton;
- (iv) the creation of a new benefice of Boylestone and Church Broughton and its immediate union with the benefice of Hilton with Marston-on-Dove and the benefice of Hatton;
- (v) the creation of a new benefice of Longford and Long Lane and its immediate union with the benefice of Kirk Langley, the benefice of Mackworth and the benefice of Mugginton and Kedleston;
- (vi) the creation of a new benefice of Radbourne and its immediate union with the benefice of Mickleover;
- (vii) the appointment (as appropriate) of the first incumbents of the new benefices and their housing;
- (viii) the disposal or transfer of the parsonage houses of Boylestone, Church Broughton, Dalbury, Longford, Long Lane, Radbourne, Sutton on the Hill and Trusley; and Hatton to the Derby Diocesan Board of Finance; and
- (ix) the future patronage arrangements of the new benefices.

*(The draft Scheme attracted four representations against.)*

The Commissioners discussed the draft scheme and, although minded to approve it,

requested further information before making a final decision. Please could you respond to the following points:

- The Committee asked for clarification regarding the current staffing and the proposed staffing arrangements. It noted that currently there are eight benefices, two of which are held in plurality, which in theory equates to seven incumbent posts although not specifically full-time, whereas the proposed reorganisation would result in five incumbent posts. It also noted that you said in your response to the representations that there would be a 0.5 increase in posts across the deanery, but it was not clear to the Committee whether that would be an effect of these proposals or would arise elsewhere in the deanery. Please clarify the current and proposed stipendiary allocation, and also say whether there are likely to be any assistant curates or self-supporting ministers appointed to the proposed five benefices?
- The Committee also expressed concern that the Section 6 consultation, although fulfilling the legal requirement of the Mission and Pastoral Measure 2011, seems to suggest that only one of the PCCs responded. Members asked for more information regarding the local consultations. How much informal consultation preceded the formal consultation? Were any local meetings held? Were there discussions at Deanery Synod? Were there any reminders to PCCs which did not respond?

The next meetings of the Mission, Pastoral and Church Property Committee at which this matter could be further considered are due to be held on 27<sup>th</sup> September, 8<sup>th</sup> November (but may be changed to 31<sup>st</sup> October) and 13<sup>th</sup> December 2023. If the matter is to be considered at the meeting on 27<sup>th</sup> September, **we will need to receive your response by 4 September 2023, please** (to allow sufficient time for your response to be shared with the representors to see if they wished to comment further).

Yours sincerely



pp Peter Wagon

On behalf of the Secretary to the Mission, Pastoral and Church Property Committee

cc The Ven Nicky Fenton, Archdeacon of Derbyshire Peak and Dales



**The Rt Revd Libby Lane**  
**Bishop of Derby**

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25/08/2023

Dear Katie

**Re: Proposed Pastoral Scheme**

Thank you for your letter requesting further information.

**Staffing levels**

You referred to the Longford 8 benefice as potentially equating to 7 incumbent posts (not full-time). The staffing level for those 8 churches prior to this proposed reorganisation, was one full time self-supporting minister, as all the benefices have very low population numbers. Currently, across all the churches involved in this proposed pastoral scheme (the existing Longford 8 and the benefices into which those Longford 8 parishes would move in this scheme) there are 3.5 FTE stipendiary posts, one 1 FTE SSM post and no curates. In the new shape, the proposal is that there will be 4.0 FTE stipendiary posts and one assistant curate.

So, to clarify my earlier comments, there is an increase in stipendiary allocation of 0.5 posts, though one less SSM post. The SSM minister has now reached 70 and is offering ministerial support within the same group on a PtO basis rather than an SSM basis. Clergy staffing across the rest of the deanery excluding the churches involved in this scheme has remained constant. I apologise if my previous explanation wasn't clear enough.

**Informal Consultation**

Prior to beginning the formal consultation, members of the deanery leadership team had conversations with each of the PCCs who might be involved (including Scropton who eventually decided not to join in). Acting Archdeacon Peter Walley also had informal conversations directly with all of the PCCs.

He writes that 'Mickleover were very pleased to take on Radbourne since the new housing estate is to all intents and purposes within Mickleover'. He engaged in local informal consultation directly with the PCCs of the parishes as the new informal arrangements were being worked on, Etwall/Egginton (with Dalbury/Sutton on the Hill/Trusley); and Hilton (with Hatton, Boyleston and Church Broughton) were all content to move forward. He also



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consulted with Scropton (part of the South Dales Benefice) but they decided not to come on board.

Acting Archdeacon Peter began conversations with Long Lane and Longford and Kirk Langley, Mackworth, Mugginton and Keddleston. The initial response was that the priest-in-charge at Kirk Langley, Mackworth, Mugginton and Keddleston had reservations about taking on Longford and Long Lane. She held her parochial responsibilities alongside commitment of 0.3 FTE as Area Dean. She described local 'intransigence' about such reorganisation because there had been a split within Longford PCC when the church wardens wanted to progress a proposed reordering and the PCC voted not to resulting in the wardens resigning citing bullying.

Archdeacon Carol continued those conversations prior to the formal consultation period. The former priest-in-charge has now emigrated to Canada, so the benefice is now vacant. The Area Dean responsibility is no longer linked to this context. In the pre-vacancy meeting with wardens from Kirk Langley, Mackworth, Mugginton and including Longford and Long Lane held last month, Acting Archdeacon Nicky talked with them about the shape of the benefice and future appointments. They confirmed that they are all hoping the pastoral scheme goes ahead enabling the appointment of a full-time priest in charge across Kirk Langley, Mackworth, Mugginton and Keddleston, Longford and Long Lane.

The pastoral reorganisation was discussed at deanery synod on 29/7/2021.

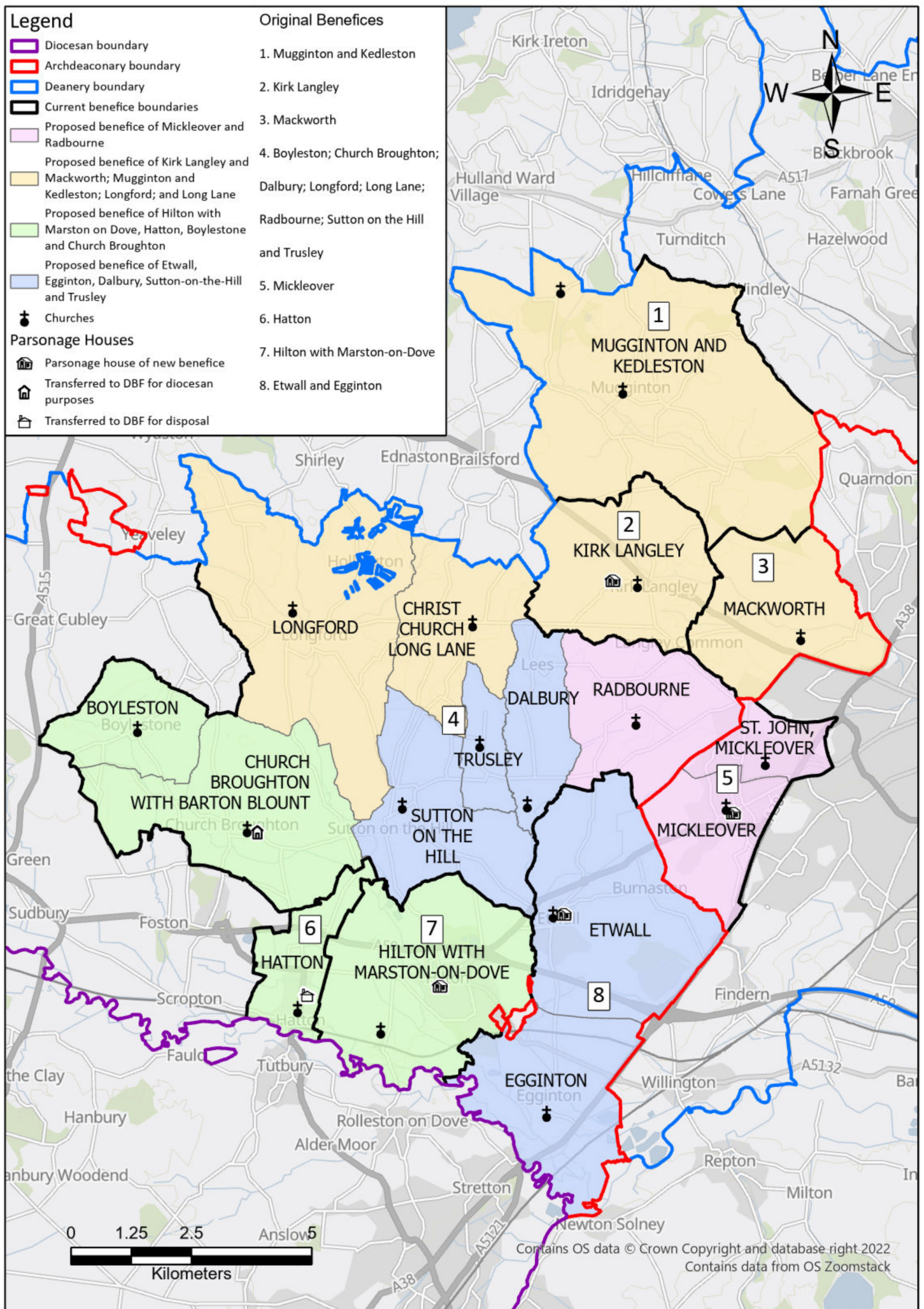
We do not send letters chasing people who do not respond. Consultation correspondence makes it clear that no response is taken to signify agreement.

I hope those answers give you the clarity that was previously lacking.

Thank you for your persistence and care.

Be assured of my continuing prayers,

A handwritten signature in black ink that reads "Libby Derby". The signature is written in a cursive style with a small cross-like mark at the beginning.



## Church Commissioners

## Mission, Pastoral and Church Property Committee

## Mission and Pastoral Measure 2011

**Benefices of Boylestone, Church Broughton, Dalbury, Longford, Long Lane, Radbourne, Sutton on the Hill and Trusley; Etwall and Egginton; Hilton with Marston-on-Dove; Hatton; Kirk Langley; Mackworth; Mugginton and Kedleston; and Mickleover**

**(Diocese of Derby)**

**Note by Katie Lowe**

**Summary**

- (i) The draft Pastoral Scheme providing for:
- *the dissolution of the benefice of Boylestone, Church Broughton, Dalbury, Longford, Long Lane, Radbourne, Sutton on the Hill and Trusley;*
  - *the termination of the plurality established for the benefice of Kirk Langley and the benefice of Mackworth;*
  - *the creation of a new benefice of Dalbury, Sutton-on-the-Hill and Trusley and its immediate union with the benefice of Etwall and Egginton;*
  - *the creation of a new benefice of Boylestone and Church Broughton and its immediate union with the benefice of Hilton with Marston-on-Dove and the benefice of Hatton;*
  - *the creation of a new benefice of Longford and Long Lane and its immediate union with the benefice of Kirk Langley, the benefice of Mackworth and the benefice of Mugginton and Kedleston;*
  - *the creation of a new benefice of Radbourne and its immediate union with the benefice of Mickleover;*
  - *the appointment (as appropriate) of the first incumbents of the new benefices and their housing;*
  - *the disposal or transfer of the parsonage houses of Boylestone, Church Broughton, Dalbury, Longford, Long Lane, Radbourne, Sutton on the Hill and Trusley; and Hatton to the Derby Diocesan Board of Finance; and*
  - *the future patronage arrangements of the new benefices*
- received **four representations against**.
- (ii) The representors against are mainly concerned about the size of the proposed new benefice which includes the parish of Kirk Langley. They say that covering six churches is too much work for one priest. The other concern is regarding the proposed patronage arrangements and appointments of incumbents by the Scheme.
- (iii) The Bishop believes that dissolving the “Longford Eight” is the best way forward to provide sustainable and effective ministerial resources within that area of the deanery.



## **The sifting groups' decision**

- (iv) The case has been examined by the Committee's case sifting representatives who recommended that the matter should not be afforded a public hearing as the issues were clear from the correspondence and they did not think the Committee would gain additional information or that a hearing was necessary for reasons of fairness.

## **Issues for the Committee**

- (v) Was there adequate consultation about the proposed reorganisation?
- (vi) Would the proposed benefice of Kirk Langley and Mackworth; Mugginton and Kedleston; Longford; and Long Lane be too large and be too great a workload for one incumbent?
- (vii) Do the proposed patronage arrangements for that benefice have regard to the interests of existing patrons whose rights will cease to exist or otherwise be affected? Should further consideration be given to adding additional patrons who are parishioners?
- (viii) Would the draft scheme further the mission of the Church of England and make better provision for the cure of souls in the diocese?

## **Recommendation**

- (ix) The Committee is invited to consider the representations and the issues set out in this report and whether the draft Scheme should proceed.

## **Background**

1. The draft Scheme carried the following diocesan rationale:

**As part of the deanery plan, it is proposed to dissolve the benefice of Boyleston, Church Broughton, Dalbury, Longford, Long Lane, Radbourne, Sutton on the Hill and Trusley (informally known as the Longford 8) and to transfer its constituent parishes to neighbouring benefices. This is supported by the Deanery Leadership Team and is in line with the Diocesan strategic plan.**

2. Since publishing the draft Scheme the Reverend Jacqueline Stober, who is named in the draft Scheme as the first incumbent of the proposed benefice of Kirk Langley and Mackworth; Mugginton and Kedleston; Longford; and Long Lane, has been appointed to a new post in Canada and has emigrated and it has come to our attention that the parsonage house of the benefice of Hatton has been sold. If the Scheme is able to proceed clauses 9(3) and 11(2) relating to the Reverend Jacqueline Stober and the parsonage house of the benefice of Hatton would have no effect and can be removed as editorial amendments.

3. Attached are:

Annex A: A copy of the draft Pastoral Scheme;

- Annex B: A scaled map of the area;
- Annex C: A copy of the letter referring the representations to the Bishop of Derby together with her response including attachments;
- Annex D: Parish information forms for the constituent parishes of the proposed benefice of Kirk Langley and Mackworth; Mugginton and Kedleston; Longford; and Long Lane;
- Annex R: Copies of the representations;
- Annex S: Supplementary comments received from the representors; and the Bishop's further response
4. Parish populations based on mid-2018 estimates (published October 2019) from the Research and Statistics Department of the Church of England (latest figures available)

Existing benefices	Constituent parishes	Population figures	Population figures per benefice
Mugginton and Kedleston	Mugginton and Kedleston	685	685
Kirk Langley	Kirk Langley	689	689
Mackworth	Mackworth	8,885	8,885
Boyleston; Church Broughton; Dalbury; Longford; Long Lane; Radbourne; Sutton on the Hill and Trusley "Longford 8"	Boyleston	187	2,551
	Church Broughton with Barton Blount	674	
	Longford	564	
	Long Lane	167	
	Radbourne	323	
	Dalbury	266	
	Trusley	43	
	Sutton on the Hill	327	
Mickleover	Mickleover, All Saints	7,443	15,641
	Mickleover, St John the Evangelist	8,198	
Hatton	Hatton	3,126	3,126
Hilton with Marston-on-Dove	Hilton with Marston on Dove	8,501	8,501
Etwall and Egginton	Etwall	3,065	3,638
	Egginton	573	
<b>Proposed benefices</b>	<b>Constituent parishes</b>	<b>Population figures per parish</b>	<b>Population figures per benefice</b>

Mickleover and Radbourne	Radbourne	323	<b>15,955</b>
	St John the Evangelist, Mickleover	8,189	
	All Saints, Mickleover	7,443	
Kirk Langley and Mackworth; Mugginton and Kedleston; Longford; and Long Lane	Kirk Langley	689	<b>10,990</b>
	Mugginton and Kedleston	685	
	Mackworth	8,885	
	Longford	564	
	Long Lane	167	
Hilton with Marston on Dove, Hatton, Boylestone and Church Broughton	Boyleston	187	<b>12,488</b>
	Church Broughton with Barton Blount	674	
	Hatton	3,126	
	Hilton with Marston-on-Dove	8,501	
Etwall, Egginton, Dalbury, Sutton-on-the-Hill and Trusley	Dalbury	266	<b>4,274</b>
	Trusley	43	
	Sutton on the Hill	327	
	Etwall	3,065	
	Egginton	573	

### Summary of representations against the draft scheme

5. Four representations have been received: one from a parishioner of Kirk Langley who wishes to remain anonymous; one from the Lay Chair of St Chad's Longford PCC; and two from members of Mackworth PCC.
6. The Kirk Langley parishioner makes the general point that she thinks the Bishop believes that creating more posts at the top of the Diocese is more important than having priests "on the ground" at the chalk face. She is concerned that this is making the Diocese "top heavy" and increasing the number of parishes every priest must look after which increases their likelihood of burn out from the stress of overworking. She says it also makes them remote phantom-like figures who only appear on Sundays spending the rest of their time on administrative duties with the pastoral side of being a priest becoming virtually non-existent. She says the Bishop fails to understand the significance of having priests visible to the public who expect them to be available to administer "cure of souls" to their people on the ground and, if they become a distant figure, it will result in parishioners becoming disillusioned and leaving the Church leading to reduced attendance and revenue.
7. Relating this to Kirk Langley, she says that adding the parishes of Long Lane and Longford to the benefices of Kirk Langley, Mackworth, and Mugginton with Kedleston ("Kirk Langley etc.") would create a very large area for the incumbent to cover; and to ask any priest to get to know its parishioners will be an almost impossible task and set them up to fail. Their (*then*) current incumbent, the Reverend Jacqueline Stober, would be expected to take on two more parishes when she already has three churches to run, is Area Dean and Assistant Director of Ordinands; she has suffered with her health previously and is now expected to take on more.

8. She says the “Longford 8” has been built up to become a very successful and cohesive group of churches, all similar in nature, and by splitting them up to join other benefices that cohesion will be destroyed forever. She therefore thinks it should remain as a single benefice.
9. Her concern about the size of the proposed benefice of Kirk Langley etc. is shared by the Longford lay chair who says that becoming part of a union of six benefices (*actually a five-parish benefice with six churches*) is too many for one vicar to cover satisfactorily and limiting the union to three benefices should be reconsidered. It is also echoed by a member of Mackworth PCC who says that one priest cannot effectively build on God’s Word with 8 churches (*sic*), including a major rebuild of a burned down Grade I listed building (*at Mackworth*).
10. The other representor from Mackworth is mainly concerned about the proposed patronage arrangements and appointment of incumbents by the Scheme. He says proposed patronage for the new benefice of Kirk Langley etc. only has one representative who has association with the benefice, and this is not representative of a five-parish benefice. He says that there are potential conflicts of interest in the patronage of Kirk Langley etc. as Lady Chichester is also to hold part of the patronage of the neighbouring benefice of Mickleover and Radbourne and with the Bishop being a joint patron in effect means that the Bishop is “setting, completing and marking his (*sic*) own homework” in the future direction of parishes within the benefice. He adds that the parishes have not been consulted regarding the appointment of the first incumbent of the benefice of Kirk Langley etc; and the imposition of a post holder to a radically altered position is against best employment practice.

### **The Bishop’s response**

11. Following normal practice, copies of the representations were sent to the Bishop to seek her view on the objections. She explains that the Reverend Jane Legh was appointed in September 2017 to work with the parishes, known as the Longford 8, on an interim basis to look at a sustainable shape and pattern of ministry. She explains that several parishes were small and struggling to be sustainable. Conversations were had locally amongst the churches and their communities and alongside this, a deanery reorganisation working group was formed. She points out that the draft Scheme was proposed at both local and deanery levels
12. She continues by saying that the Reverend Jane Legh’s experience of working with the Longford 8 was that it was not viable and sustainable for one person to offer ministry across so many communities, but the population numbers did not justify an additional clergy post. She says that many of the churches continue to struggle, for example, to find wardens or church officers, or to be financially viable and sustainable. She points out that the experience of trialing shared services was that very few people travelled from one village to another. She says that several of the parish churches have chosen to connect with the parishes from their proposed new benefice rather than those of the existing Longford 8 and are enjoying ministry and leadership offered by the minister based in the proposed new benefice.



13. Regarding the consultation process the Bishop says that formal conversations have been had with each of the PCCs and any existing post-holders and all have confirmed their support for the changes. She points out that the Reverend Jacqueline Stober has been appointed to a new post in Canada and so the question of her being the first incumbent of the new benefice of Kirk Langley is no longer relevant.
14. The Bishop says that the number of stipendiary posts has been consistent at 120 fte through the four years she has been Bishop and Diocesan Synod has agreed funding at that level for another four years. She says no parish posts have been lost in order to create central diocesan posts which have not increased in that time. She explains that the diocese has 120 priests for a population of around 1,056,000 which is a higher ratio of clergy to population than the national church recommends.
15. She points out that the number of stipendiary clergy posts in the deanery has been increased by a half time post. The largest benefice in the current structure has 8 parishes whereas in the proposed structure the largest benefice will have 5 parishes. She believes this draft Scheme allocates a more fair and consistent ministerial allocation across the deanery. She emphasises that the benefice including Kirk Langley would be moving from a part-time to a full-time parish post. In addition, the diocese will be strongly encouraging the parish to appoint a full-time project manager to the rebuilding project for Mackworth Church, accessing available finance from the insurance claim.
16. The Bishop includes in her letter figures for the most recent USAA figures, the most recent worshipping community figures over three years, and Common Fund ask and receipt for the past four years for the parishes named in the draft Scheme.
17. She says that it is not possible to give an informed, evidence-based opinion as to the impact of the reorganisation on Common Fund contributions. However, as the PCCs have given approval and only four adverse representations have been received, she assumes that most of the members of the communities and the congregations are content with the proposal; and as such there is no reason to anticipate that giving will reduce. She hopes that as these proposed changes reflect local discernment and decision, it may be that Common Fund contributions will be increased.
18. The Bishop explains that the proposal does not change patrons for any of the parishes. As diocesan bishop she is patron for many of the benefices in the diocese and she sees it as her responsibility to seek the best possible appointments for all the benefices within her care, whether or not she is patron. She takes an active interest in every clergy appointment, reads all the application forms and meets all preferred candidates to ensure that all the posts are held by people she has confidence will minister well in each context and are called by God.
19. She believes that the draft Scheme will further the mission of the Church in this area of the deanery by making benefice sizes more consistent. She says the Scheme ensures the parishes within the former Longford 8 have an increased level of clerical support and gives attention to community connections and dynamics. She says that with the addition of an extra half-time clergy post there will be further resource to offer priestly ministry and to enable the ministry of the laity.

## **Supplementary views**

20. Mr Reynolds says that as a former member of Mackworth PCC he has no recollection of any discussions at the PCC meetings and there is no documentary evidence of any PCC resolution. This is echoed by the parishioner of Kirk Langley who is not aware of any letter being sent to the Bishop saying that Kirk Langley confirmed its support for her proposal.
21. Mr Reynolds also says that the Bishop's response does not address the concerns raised about the appointment of the Bishop and one other person as patrons of the new parish organisation. He says the patron is a representative of the parish congregation and PCC and should be independent when representing the views of the parish. He says there are lifelong members of the parish of good standing who would consider supporting the parishes as patrons if approached.
22. The parishioner of Kirk Langley says that the Reverend Jane Legh was a non-stipendiary minister, and this may have affected her view of working with the parishes. She also asks what evidence the Bishop has that conversations were held locally among the churches. She says that when she spoke to the Reverend Jacqueline Stober (who was Area Dean and priest in charge of Kirk Langley, Mackworth and Mugginton) she agreed with her that to take on two more parishes as well as acting as Area Dean and Assistant Director of Ordinands was too much for anyone.
23. She believes that when the Bishop says that several parish churches have chosen to connect with the parishes from their proposed new benefice that this is mis-leading as they have been forced into joining other parishes and therefore have had to turn to their newly allocated minister.
24. She also says that although there may be 120 fte posts in the diocese there are certainly not 120 ministers working and believes the Bishop always keeps four or five vacancies to help with the finances. She also questions the Bishop saying that the overall number of diocesan funded central posts has not increased as she says the diocese now has three Archdeacons as against the two when she took office.
25. She points out that the church at Mackworth was, sadly, burnt down in an arson attack and asks whether the Bishop has checked that the insurance claim will meet the cost of a project manager or is her statement just supposition.
26. She explains that Kirk Langley has not paid its full amount of Common Share for some years; they were meeting the share until the Diocese increased it by 35% and the figure it came up with based on socio-economic figures was way beyond their reach. She asks what evidence the Bishop has that "individuals will increase their giving to the church" as a result of the proposed changes?
27. She also points out that the new benefice of six churches will have four church of England schools which will increase the workload of the new incumbent whereas the current Longford 8 only has three schools.

## **Supplementary response from the Bishop**

28. Responding to points raised in the further submissions the Bishop gives details of the dates on which individuals and PCCs were consulted and their response.
29. The Bishop says that the draft Scheme seeks to reflect the historic patronage arrangements. She notes that Mr Reynolds is concerned about the patronage being held by the Bishop and one other person whereas the Scheme suggests it is held by the Bishop and two other people, namely, Lady Chichester and Mr Godfrey Meynell. She explains that Mr J N C Clarke-Maxwell, who was historically a joint patron with Mr Meynell of the benefice of Kirk Langley and Mackworth, died in 2011 and as his will did not expressly say what should happen to the patronage his wife and son, both felt that the patronage would be better vested in somebody geographically closer and suggested that might for simplicity be Mr Meynell who was already one of the patrons.
30. The Bishop says that the incumbent of the proposed benefice including Kirk Langley would be a full-time stipendary appointment solely for the benefice whereas the Reverend Jaqueline Stober was also area dean and an assistant director of ordinands.
31. The Bishop reiterates that the proposal did not come from her or from a diocesan strategy but was formed locally on the ground. She has no desire to “force” parishes to do things they believe are against their best interests. The fact that only four adverse representations were received, she believes, is evidence that most people are content with the proposal and see it as the best way forward.
32. Although the Diocesan Synod has agreed to maintain the current level of 120 FTE posts until 2027 the Bishop says this would never equate to 120 ministers working at any one time, as there will always be some vacancies, as priests retire or move to new appointments. She says that they are categorically not keeping posts vacant for financial reasons but working hard to fill vacancies. The Bishop says that the third archdeacon was not funded out of finance allocated to clergy stipends and therefore has not impacted the number of clergy posts.
33. Ecclesiastical have been asked whether the insurance claim would cover the cost of employing a project manager to lead the rebuilding project at Mackworth.
34. Regarding the USAA Figures the Bishop says that separate figures have been kept and submitted through the usual STATS for Mission process.
35. The Bishop says she has no evidence to suggest how the proposed changes will impact Common Fund. However, common sense and experience suggest that there are links between good shaping and resourcing of ministry and congregational flourishing with financial sustainability. She hopes that in the fullness of time as they move to a better shape, structure and ministerial resource for this area that this will enable them to become financially more sustainable which will enable them to be better able to contribute to Common Fund.
36. Although the proposed benefice including Kirk Langley will have four schools which will generate more work than having three the Bishop hopes this will be offset by having five churches instead of eight. She says that working with schools is the vocation of a local church as a whole, not just the priest!

## Information for the Committee

37. **Regarding consultations:** The form submitted by the DMPC confirms that the statutory local consultations under s.6 of the Measure were carried out and we have received evidence that the church door notices were duly displayed, and announcements made regarding the draft Scheme published by the Commissioners. Notice also appeared on the Commissioners website as required by s.9.
38. **Regarding patronage:** In formulating proposals for pastoral reorganisation the 2011 Measure states that "regard shall be had to the interests of existing patrons whose rights will cease to exist or otherwise be affected". In other words, it is expected that, on a union of benefices, or where a benefice is being dissolved and the dissolved benefice's constitute parishes are being transferred to other benefices, provision should be made for the patrons of those benefices each to have a share of the patronage of the new benefice. It is however permissible not to include them where there are "pastoral or practical objections" to doing so. This would of course have to be justified in the event of representations and appeal.
39. **Regarding designation of first incumbents:** S.26(1) makes provision for pastoral schemes to designate the first incumbents of new benefices created by the scheme and thereby specifically excepts such appointments from the normal requirements of the Patronage (Benefices) Measure 1986. As with any other provision in a draft Scheme the PCCs have been consulted as interested parties and representations may be made against the designation of a particular person to a particular office so individual parishioners have a greater opportunity to object to an appointment than they do under the 1986 Measure.

## Issues for the Committee

40. (i) Was there adequate consultation about the proposed reorganisation?
- (ii) Would the proposed benefice of Kirk Langley and Mackworth; Mugginton and Kedleston; Longford; and Long Lane be too large and be too great a workload for one incumbent?
- (iii) Do the proposed patronage arrangements for that benefice have regard to the interests of existing patrons whose rights will cease to exist or otherwise be affected? Should further consideration be given to adding additional patrons who are parishioners?
- (iv) Would the draft scheme further the mission of the Church of England and make better provision for the cure of souls in the diocese?

## Recommendation

41. The Committee is invited to consider the representations and the issues set out in this report and whether the draft Scheme should proceed.

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