

## **DIOCESE OF WORCESTER**

### **MISSION & PASTORAL MEASURE 2011 - INITIAL PROPOSALS FOR: REDDITCH**

*This document is an initial draft intended to illustrate a possible approach to the drafting of a Scheme under the provisions of the Mission & Pastoral Measure 2011, for discussion purposes.*

#### **SUMMARY OF MAIN PROVISIONS OF DRAFT PROPOSALS**

These proposals provide for:

- The dissolution of the Redditch Group Ministry.
- The dissolution of the Redditch Christ the King Team Ministry, the Ipsley Team Ministry and the Redditch Holy Trinity Team Ministry
- The dissolution of the benefices of Alvechurch, Ipsley, Redditch Christ the King, Redditch Holy Trinity and Tardebigge.
- Two options are then presented: Under Option 1, the twelve churches would form six parishes – each parish having its own team vicar and Parochial Church Council. By contrast, Option 2 envisages only two parishes - Redditch St Stephen's as one, with its own PCC, and a second formed of the remaining eleven churches, also with its own PCC.
- The steps for these two Options would be as follows:

#### **Option 1**

- The creation of new parishes of Redditch St Stephen, Greenlands and Matchborough.
- The enlarging of the parish of Alvechurch with the land comprising the former parish of Beoley St Lawrence and the renaming of the parish "Alvechurch and Beoley".
- Creation of the parish of Tardebigge and Webheath with Lower Bentley.
- The uniting of the parishes of The Bridge, Astwood Bank, Crabbs Cross and Feckenham, to be named the Parish of Redditch Christ the King
- Uniting the parishes of Alvechurch & Beoley, Redditch St Stephen, Tardebigge and Webheath with Lower Bentley, Greenlands, Matchborough, Ipsley St Peter's, Redditch Christ the King to create a new benefice called Redditch.

#### **Option 2**

- As for Option 1, but instead of the step noted in the final bullet, the parishes of Alvechurch & Beoley, Tardebigge and Webheath with Lower Bentley, Greenlands, Matchborough, Ipsley St Peter's, and Redditch Christ the King are united to form a single Parish of Greater Redditch (name TBC), with Redditch St Stephen as a separate parish; [Note: in this draft the prior steps Under Option 1 are still followed for clarity. In practice, if Option 2 is preferred it may be possible to compress some of these precedent steps in creating the new parish structure.]
- Uniting the parishes of Greater Redditch and Redditch St Stephen to create a new benefice called Redditch.

**Under both Options**, the following further steps:

- *The creation of a Team Ministry called the Redditch Team Ministry with one Team Rector and six Vicars in Team;*
- *The provision of a parsonage house for the benefice of Redditch and specifying additional houses for team clergy.*
- *Patronage arrangements for the new benefice (to be included once discussed with the Patrons).*

**DRAFT**  
**PASTORAL SCHEME**

This Scheme is made by the Church Commissioners (“the Commissioners”) this      day of                      2024 in pursuance of the Mission and Pastoral Measure 2011 (“the 2011 Measure”), the Right Reverend John, Bishop of Worcester, having consented thereto.

*Whereas*

- *By virtue of a Scheme made by the Church Commissioners in pursuance of the Pastoral Measure 1968 on 19th June 1973 and confirmed by an Order of Her Majesty in Council on 16th July 1973 a team ministry was established for the benefice of Ipsley in the diocese of Worcester (“the 1973 Scheme”).*
- *by virtue of a Scheme made by the Church Commissioners on 3 June 2005 (“the 2005 Scheme”) in pursuance of the Pastoral Measure 1983 a team ministry was established for the benefice of Redditch Christ the King, the Redditch Holy Trinity Team Ministry was established for the benefice of Redditch Holy Trinity; and a group ministry known as the Redditch Group Ministry was established for the benefice of Ipsley, the benefice of Redditch Christ the King; and the benefice of Beoley in the diocese of Worcester.*
- *by virtue of a Pastoral Order made on 26 March 2015 in pursuance of the Mission and Pastoral Measure 2011 the team ministry established for the benefice of Redditch Christ the King and the Redditch Group Ministry” was amended (“the 2015 Order”).*
- *By virtue of a Scheme made by the Church Commissioners in pursuance of the Pastoral Measure 1983 on the 26<sup>th</sup> March 2015 (“the 2015 Scheme”) the benefice of Tardebigge was created and a plurality established with the Redditch Holy Trinity Team Ministry in the diocese of Worcester.*
- *By virtue of a Scheme made by the Church Commissioners in pursuance of the Pastoral Measure 1983 on the 12<sup>th</sup> April 2022 (“the 2022 Scheme”) the parish of Feckenham was transferred to the benefice of Redditch Christ the King in the diocese of Worcester*

**Termination of the Redditch Group Ministry**

1. The Redditch Group Ministry established by the 2005 Scheme shall be dissolved.

**Termination of Team Ministries**

2. The team ministry established by the 1973 Scheme for the benefice of Ipsley shall be terminated and the offices of vicar established by clause 4(2) thereof shall be abolished.

3. The team ministry established by the 2005 Scheme for the benefice of Redditch Christ the King shall be terminated and the offices of vicar established by clause 6(3)b thereof, and amended by the 2015 order, shall be abolished.
4. The team ministry established by the 2005 Scheme for the benefice of Redditch Holy Trinity shall be terminated and the offices of vicar established by clause 7(5)b thereof shall be abolished.

#### **Termination of Plurality**

5. The plurality established by the 2015 Scheme for the benefice of Redditch Holy Trinity and the new benefice of Tardebigge shall hereby be terminated.

#### **Dissolution of benefices**

6. The benefice of Alvechurch, the benefice of Ipsley, the benefice of Redditch Christ the King, the benefice of Redditch Holy Trinity and the benefice of Tardebigge in the diocese of Worcester shall all be dissolved.

#### **Creation of the parish of Greenlands**

7. A new parish which shall be named "The Parish of Greenlands" shall be created in the diocese of Worcester, and the area of the new parish shall be all that part of the parish of Ipsley which is stippled and lettered "A" on the annexed map.
8. The parish church of the new parish shall be the church of Saint John, Greenlands.

#### **Creation of the parish of Matchborough**

9. A new parish which shall be named "The Parish of Matchborough" shall be created in the diocese of Worcester, and the area of the new parish shall be all that part of the parish of Ipsley which is stippled and lettered "B" on the annexed map.
10. The parish church of the new parish shall be the church of Christ Church, Matchborough.

#### **Creation of new parish of Redditch St Stephen**

11. A new parish which shall be named "The Parish of Redditch St Stephen" shall be created in the diocese of Worcester, and the area of the new parish shall be all that part of the parish of Redditch Holy Trinity which is stippled and lettered "C" on the annexed map.
12. The parish church of the parish of Redditch St Stephen shall be the church of Saint Stephen, Redditch.

#### **Enlargement of the parish of Alvechurch**

13. The area of the parish of Redditch Holy Trinity which is stippled and lettered "D" on the annexed map shall be transferred to the parish of Alvechurch, which shall be renamed the parish of Alvechurch and Beoley.
14. The parish churches of the parish of Alvechurch and Beoley shall be the church of St Laurence Alvechurch and the church of St Leonards Beoley.

#### **Creation of the parish of Webheath**

15. A new parish which shall be named "The Parish of Webheath " shall be created in the diocese of Worcester, and the area of the new parish, shall be all that part of the parish of Redditch Holy Trinity which is stippled and lettered "E" on the annexed map.

#### **Creation of the parish of Tardebigge and Webheath with Lower Bentley**

16. The Parish of Tardebigge and The Parish of Webheath shall be united to form the new "Parish of Tardebigge and Webheath with Lower Bentley" in the diocese of Worcester, and the area of the new parish, shall be all that part of the parish of Redditch Holy Trinity and of the parish of Tardebigge which is stippled and lettered "F" on the annexed map.
17. The Parish churches of the new parish shall be the church of St Bartholomew, Tardebigge and the church of St Philip, Webheath.

#### **Uniting of parishes of Astwood Bank, Crabbs Cross, Feckenham and the Bridge**

18. A new parish which shall be named "The Parish of Redditch Christ the King" shall be created by uniting the Parish of Astwood Bank, the Parish of Crabbs Cross, the Parish of Feckenham and the Parish of The Bridge.
19. The parish churches of the parish of Redditch Christ the King shall be the church of Saint Matthias and Saint George Astwood Bank, the church of St Peter Crabbs Cross, the church of St John the Baptist Feckenham and St Luke Headless Cross Redditch.

### **OPTION 1**

#### **Uniting of Parishes to form new Benefice**

20. The Parish of Alvechurch & Beoley, the Parish of Redditch St Stephen, the Parish of Webheath and Tardebigge with Lower Bentley, the Parish of Greenlands, the Parish of Matchborough, the Parish of Ipsley St Peter's, and the Parish of Redditch Christ the King, all within the Diocese of Worcester, shall be united to form the new benefice of Redditch.

### **OPTION 2**

#### **Creation of the Parish of Greater Redditch**

21. [Would be Clause 20] The Parish of Alvechurch & Beoley, the Parish of Webheath and Tardebigge with Lower Bentley, the Parish of Greenlands, the Parish of Matchborough, the Parish of Ipsley St Peter's, and the Parish of Redditch Christ the King, all within the Diocese of Worcester, shall be united to form the new Parish of Greater Redditch.

#### **Uniting of Parishes to form new Benefice**

22. The Parish of Greater Redditch shall be united with the Parish of Redditch St Stephen to form the new benefice of Redditch.

**BOTH OPTIONS (numbering to be adjusted if OPTION I)**

**Archdeaconry and deanery**

23. The new benefice of Redditch and its constituent parishes shall belong to the archdeaconry of Dudley and the deanery of Redditch and Bromsgrove

**Establishment of team ministry**

24. (1) A team ministry (to be known as "The Redditch 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 six other ministers, each of whom 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.

**The office of rector in the team ministry**

25. If immediately before this Scheme comes into operation the Reverend Paul Lawlor holds an ecclesiastical office in the benefice of Redditch Holy Trinity he shall be the first rector.

**Presentation of rector**

26. Subject to clause 25 hereof, the rector shall be presented by [a patronage board (to be known as "The Redditch Team Ministry Patronage Board") constituted in accordance with the provisions of the Schedule hereto.] (Details of patronage to be proposed once discussed with the Patrons.)

**The offices of vicar in the team ministry**

27. (1) Subject to clause 24 hereof, the vicars in the team ministry shall also be chosen by [the patronage board constituted in accordance with the provisions of the Schedule hereto.]
- (2) The licence of the Bishop under his/her 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 a 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 a 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 a vicar a general responsibility to be shared with the rector for the cure of souls in the said area as a whole.

28. If immediately before this Scheme comes into operation the Reverend Garth Edwin Peter Nathaniel holds an ecclesiastical office in the benefice of Ipsley, or the Reverend Ian David Evans holds an ecclesiastical office in the benefice of Ipsley or the Reverend Glenn Thomas Reading holds an ecclesiastical office in the benefice of Redditch Christ the King, or the Reverend Gail Rogers holds an ecclesiastical office in the benefice of Alvechurch he, she, or they shall hold office as vicar (or vicars) in the team ministry. [The Scheme may also need to include the Reverend Fraser Oates here in due course.]

#### **Assistant curates: consequential provision**

29. (1) If immediately before this Scheme comes into operation the Reverend Sarah Jayne Hewitt holds the office of assistant curate (however described) in the benefice of Redditch Holy Trinity she shall, in consequence of the dissolution of the benefice effected by the Scheme hold that office subject to the same terms of service in the new benefice of Redditch created pursuant to clause 22 hereof.
- (2) If immediately before this Scheme comes into operation any other person holds an office of assistant curate (however described) in any of the benefices referred to in clause 6 hereof he, she or they shall as consequence of the dissolution of the benefices effected by the Scheme hold such office or offices subject to the same terms of service in the new benefice of Redditch or as the Bishop shall direct.

#### **Places of residence**

30. (1) The parsonage house of the benefice of Redditch Holy Trinity shall be the parsonage house of the new benefice.
- (2) Subject to the direction of the Bishop given from time to time after consultation with the rector and vicars in the team ministry, the said rector and vicars shall severally reside in:-
- (a) the parsonage house of the benefice of Redditch Holy Trinity;
  - (b) the parsonage house of the benefice of Alvechurch;
  - (c) the parsonage house of the benefice of Ipsley;
  - (d) the parsonage house of the benefice of Redditch Christ the King;
  - (e) the house and premises known as The Vicarage, 29 Sheldon Road, Greenlands, Redditch B98 7QS;
  - (f) such other conveniently situated house or houses as may, with the Bishop's approval, be provided in addition thereto or in substitution therefor.

#### **Coming into effect of these proposals**

31. This Scheme shall come into effect on the first day of the month following it being made by the Commissioners.

#### **MATTERS NOT COVERED IN THIS DRAFT**

- Schedule regarding Patronage arrangements, once discussed with current patrons
- The status and honouring of tradition for St Peter's Crabbs Cross

- The LEP arrangements with The Bridge
- Inclusion of Maps

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

- The rationale behind the diocesan proposals is that these are to enable greater collaboration and flexibility of ministry across Redditch to achieve the “Revitalising Redditch” plan. It effectively creates a “Mission Area”, which makes it easier for mission and ministry to be planned and carried out across the whole of Redditch.
- Clause 1: All of the benefices in the current Group Ministry will be included within the new Team Ministry, and so the Group Ministry can be dissolved.
- Clauses 2-6: The existing team ministries are terminated, so that the new one can be put in place. The plurality of the benefices of Redditch Holy Trinity and Tardebigge is also terminated, as are the current benefices of Alvechurch, Ipsley, Redditch Christ the King, Redditch Holy Trinity and Tardebigge.
- Clauses 7-22: These clauses form a parish structure within the new benefice. Whilst there may be a Team Council to plan mission strategy and to ensure effective communication and collaboration, the principal governance is carried out by parishes. Additional ones are created so that each minister within the team (Team Rector or Team Vicar) has a single Parochial Church Council to work with. (Although legally the Team Rector may sit on any PCC, in practice the intention is that each minister will work with a single PCC.) Naming of parishes is adjusted to have names that are reflective of the new arrangements – Alvechurch and Beoley, Tardebigge and Webheath for example. In the case of Redditch Christ the King, as four parishes are being united, a name that sought to list all four would be too unwieldy, and so the name of the current benefice is proposed for the new parish: Redditch Christ the King.
- Under the current draft Scheme presented here, two alternative structures are offered for initial consultation. Under Option 1, there would be six PCCs: under Option 2, there would be only two PCCs, one for Redditch St Stephen’s, and one for the remaining 11 churches.
- With the exception of Clauses 8 and 10 regarding the parishes of Greenlands and of Matchborough respectively, 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.
- Staffing: There are no changes intended as a result of this scheme in terms of the churches for which clergy are responsible. There are currently six clergy of incumbent status serving Redditch; this scheme envisages seven, introducing an extra team vicar to serve St Stephen’s Redditch.
- Assistant curates: consequential provision – clause 29(2) This clause has been included to ensure that any person holding an office of assistant curate (however



described) shall as consequence of the dissolution of benefices and union of parishes effected by the Scheme hold such office or offices subject to the same terms of service in the new benefice or parish of Redditch. 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.

- i. Housing: Clergy will remain in their existing homes. The parsonage house of the new benefice will be the Webheath Eco-Vicarage.
- j. Team chapter and team: Under section 34(1) of the Mission and Pastoral 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 licensed or given permission by the Bishop from time to time will constitute the team.
- k. Patronage: appropriate arrangements will be inserted once they have been discussed with the existing patrons. It would not be appropriate at this stage to predict them in this document.
- l. Selection of team rector 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 and the Bishop.
- m. 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.
- n. 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.
- o. 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.
- p. If there are no representations against the draft Scheme, the Commissioners will make the Scheme and arrange for it to be brought into effect.