



London Plan

May 2018

*Declaration by the Bishops of London,
Stepney, Kensington, Willesden,
Edmonton, Fulham & Islington*

relating to the
Bishops and Priests (Consecration and Ordination of Women)
Measure 2014
The House of Bishops' Declaration on the Ministry of Bishops
and Priests 2014
and its associated regulations made under Canon C29

Note: The signatories to this Plan are subject to the Declaration on the Ministry of Bishops and Priests (Resolution of Disputes Procedure) Regulations 2014. The rights of PCCs to bring a grievance under Regulation 8 are protected in law and cannot be overridden by this Plan or its outworkings.

This declaration is made this 1st day of May 2018

By SARAH, the Right Reverend the LORD BISHOP OF LONDON (hereinafter referred to as "the Bishop of London");

the Right Reverend ROBERT WICKHAM, the AREA BISHOP OF EDMONTON (hereinafter referred to as "the Bishop of Edmonton");

the Right Reverend PETER BROADBENT, the AREA BISHOP OF WILLESDEN (hereinafter referred to as "the Bishop of Willesden");

the Right Reverend GRAHAM TOMLIN, AREA BISHOP OF KENSINGTON (hereinafter referred to as "the Bishop of Kensington");

the Right Reverend ADRIAN NEWMAN, the AREA BISHOP OF STEPNEY (hereinafter referred to as "the Bishop of Stepney");

the Right Reverend JONATHAN BAKER, the SUFFRAGAN BISHOP OF FULHAM (hereinafter referred to as "the Bishop of Fulham");

and the Right Reverend RICHARD THORPE, the SUFFRAGAN BISHOP OF ISLINGTON (hereinafter referred to as "the Bishop of Islington").

WHEREAS

- (1) This deed is intended to replace a Deed dated and made between the Bishop of London, the Bishop of Edmonton, the Bishop of Willesden, the Bishop of Kensington, the Bishop of Stepney, the Bishop of Fulham, and the Bishop of Islington.
- (2) The Bishops and Priests (Consecration and Ordination of Women) Measure (hereinafter called "The Measure") came into effect on 17th November 2014. The House of Bishops' Declaration on the Ministry of Bishops and Priests 2014 (hereinafter called "The Declaration") was made on 19th May 2014.

The said SARAH MULLALLY as the Bishop of London

The said ROBERT WICKHAM as Bishop of Edmonton

The said PETER BROADBENT as Bishop of Willesden

The said GRAHAM TOMLIN as Bishop of Kensington

The said ADRIAN NEWMAN as Bishop of Stepney

The said JONATHAN BAKER as Bishop of Fulham

The said RICHARD THORPE as Bishop of Islington

hereby affirm and commit themselves to the five principles contained in The Declaration, as follows

- Now that legislation has been passed to enable women to become bishops, the Church of England is fully and unequivocally committed to all orders of ministry being open equally to all, without reference to gender, and holds that those whom it has duly ordained and appointed to office are the true and lawful holders of the office which they occupy and thus deserve due respect and canonical obedience;
- Anyone who ministers within the Church of England must be prepared to acknowledge that the Church of England has reached a clear decision on the matter;
- Since it continues to share the historic episcopate with other Churches, including the Roman Catholic Church, the Orthodox Church and those provinces of the Anglican Communion which continue to ordain only men as priests or bishops, the Church of England acknowledges that its own clear decision on ministry and gender is set within a broader process of discernment within the Anglican Communion and the whole Church of God;
- Since those within the Church of England who, on grounds of theological conviction, are unable to receive the ministry of women bishops or priests continue to be within the spectrum of teaching and tradition of the Anglican Communion, the Church of England remains committed to enabling them to flourish within its life and structures; and
- Pastoral and sacramental provision for the minority within the Church of England will be made without specifying a limit of time and in a way that maintains the highest possible degree of communion and contributes to mutual flourishing across the whole Church of England.

and further commit themselves to work together in the spirit of simplicity, reciprocity and mutuality as spelt out in the House of Bishops' Declaration, seeking to maintain the highest possible degree of communion throughout the Diocese.

NOW THE SIGNATORY BISHOPS BY THIS DEED DECLARE THAT

- (1) The said deed of February 2016 is hereby rescinded and replaced by this Deed
- (2) The Bishop of London The Bishops acknowledge the function of the Bishop of London as the Ordinary and as the focus of unity within the Diocese, to lead the Diocese in its mission
- (3) The Archdeacons The integrity of the Archdeacons of the Diocese as constituted under the London Area Scheme (as revised in 2011) shall continue to be respected and maintained by all the Bishops of the Diocese in all matters of general ministry policy and pastoral and mission strategy
- (4) Arrangements for pastoral and sacramental ministry
 - a) Where, if in any parish the Parochial Church Council, at a meeting convened on at least four weeks' notice, has passed a resolution in the form set out in paragraph 20 of the Declaration either (i) by a majority of those present and voting at a meeting at which at least two thirds of the PCC who are entitled to attend are present or (ii) by a majority of all the members of the PCC, which resolution has been accepted by the Bishop of London after consultation with the relevant Area Bishop and further consultation with the parish then the Bishop of

London shall make the necessary arrangements in accordance with paragraph 26 of the Declaration for a bishop to undertake ministry in that parish, as follows:

- b) Where the theological conviction expressed by the parish requires the ministry of a male bishop who, on the basis of his understanding of catholic order and sacramental assurance does not ordain women to the priesthood or participate in the consecration of women to the episcopate, then the Bishop of Fulham, acting as Commissary for the Bishop of London, shall, pursuant to the Declaration, visit and enter those parishes and exercise such rights of the Area Bishop as are specified in Appendix A to this plan, such arrangements to be reviewed periodically as set out in paragraph 21 of the Declaration. In line with paragraph 28 of the Declaration, the relevant Area Bishop and the Bishop of Fulham will explore how they can best cooperate in a variety of ways to contribute to the welfare, resourcing and mission of those parishes and their relationship with the diocese.
- c) Where the nature of the theological conviction expressed by the parish requires the ministry of a male bishop who believes, teaches and practises a theological position based on a complementarian ("headship") view of ministry, then the Bishop of London shall make arrangements for an Assistant Bishop in the Diocese (normally the Bishop of Maidstone), acting as Commissary for the Bishop of London pursuant to the Declaration and in close collaboration with the relevant Area Bishop), to visit and enter those parishes in order to offer episcopal ministry as set out in the London Plan Working Arrangements.
- d) Where the theological conviction expressed by the parish requires the ministry of a male bishop, or a male bishop ordained in a male episcopal succession, then the Bishop of London shall make arrangements for an Area or Suffragan Bishop who fulfils those criteria to offer episcopal ministry as set out in the London Plan Working Arrangements.

(5) The Bishops commit themselves to the following pastoral and working arrangements:

- a. The Bishop of London is (*inter alia*) responsible for ordaining, instituting, and licensing clergy in the Diocese of London. She is primarily responsible for the pastoral care and discipline of the clergy throughout the Diocese and for the pastoral arrangements to bring the ministry into effect. She will make arrangements to ensure that all ordinations take place within the framework of the Five Guiding Principles and to respect the theological convictions of those being ordained.
- b. By virtue of a Scheme made under the Dioceses Measure 1978 and revised in 2011, the Area Bishops are (*inter alia*) entitled to ordain, institute and license clergy in those Areas for which they have episcopal oversight and the Bishop of London is entitled to ordain, institute and license clergy in any Area
- c. The Bishops recognise that the Measure is effective *de jure* within the Diocese of London and that women, according to the Canons of the Church of England may be ordained, instituted, or licensed to parishes which have not passed the resolution set out in paragraph 20 of The Declaration

- d. The Bishop of Fulham has determined to declare in this Deed that he is not willing to ordain any woman to the office of Priest
- e. The Bishops of London, Stepney, Edmonton, Islington, Kensington, and Willesden have determined to declare in this Deed that they are willing, according to the Canons of the Church of England, to ordain both men and women to the office of Priest
- f. It is acknowledged:
 - (1) that men and women have the right according to the law of this realm and the Canons of the Church of England to be ordained and to be instituted, licensed, or granted permissions to officiate within the Diocese of London
 - (2) that it is necessary to make proper provision for the ordination of men and women to the priesthood and to a Title in the Diocese of London
 - (3) that, where a parish has not passed a resolution under paragraph 20 of the Declaration, a Patron may determine to present either a male or a female priest to a parish, and it would not then be lawful for a Bishop to refuse such an appointment on the grounds of gender.

PROVIDED THAT all ordinations, institutions, licensings and permissions to officiate must be in strict conformity with any guidelines laid down by the Diocesan and Area Bishops and the London Diocesan Fund and with any Diocesan policy as to establishment and any instruction from a decision of the London Diocesan Bishop's Council or the relevant Area Council acting as Pastoral Committee.

- g. As far as the process of testing vocations and subsequent ordinations to the priesthood are concerned, the process will begin in the same way in each of the Episcopal Areas
- h. Episcopal oversight shall be exercised by the said Bishops, who pledge themselves to exercise such oversight fairly and justly, regardless of gender, or of differing beliefs and positions concerning the ordination of women to the priesthood and the episcopate.
- i. Any oaths to be taken to the Bishops of Stepney, Kensington, Willesden, Islington, Edmonton, and Fulham at ordination to the priesthood, institutions or licensings will be taken to the Bishop of London as Ordinary and to the Area or Suffragan Bishop concerned.
- j. In line with the principles of reciprocity and mutuality encapsulated in the House of Bishops' Declaration, arrangements will be made for women clergy to have access to alternative pastoral care as necessary.

This declaration is a covenant between the signatories. It is intended to bind successors in title until such time as it is rescinded by the Bishop of London and a majority of the Bishops of Stepney, Kensington, Willesden, Islington, Edmonton, and Fulham. It will require re-signing upon

the appointment of each new bishop. It represents the expression within the Diocese of London of the arrangements presaged in paragraph 29 of the House of Bishops' Declaration. The practicalities for the operation of this Plan are contained in the document *London Plan – Working Arrangements*, which should be read in conjunction with this Plan.

APPENDIX A

The Bishop of Fulham

The Bishop of Fulham, in exercising his powers under Clause 4 of this Plan, shall be responsible for the following functions normally exercised by the relevant Area Bishop in respect of the parishes within his care:

Functions relating to ministry

1. All decisions in relation to the sponsorship, examination, and admission of candidates into Holy Orders
2. All decisions in relation to the training, admission, and licensing/commissioning of lay Ministers, LLMs (Readers) and Commissioned Ministers
3. Grants of licences to minister or perform particular offices
4. Grants of licences to engage in secular occupations
5. Acceptance of resignations
6. Grant of authorisation under Section 3 of the Ecclesiastical Offices (Age Limit) Measure 1975 to remain in office
7. Functions under the Sequestration Act 1871 and other episcopal functions under the law of sequestration
8. Functions under the Patronage (Benefices) Measure 1986
9. Collations (on behalf of the Diocesan Bishop), Institutions & Licensings
10. Grants of licences for non-residence of priests in their parishes (Canon C25)

B. Functions relating to the ordering of worship

1. Issue of authorisation to lay persons to take services, preach, take funerals, and distribute Holy Communion (including distribution of Holy Communion to the sick and housebound and authorisation to lead services of extended communion)
2. Functions under Admission of Baptised Children to Holy Communion Regulations 2006
3. Issue of orders and directions about the exclusion of persons from Holy Communion
4. Conduct of confirmations, subject to the Diocesan Bishop's right to hold confirmations in any area of the Diocese

5. Approving forms of services under Canon B2A and B4
6. Determination of issues arising in connection with forms of service or variations in forms of service (Canon B3)
7. Issue of directions as to the services which are required to be held or are not required to be held in churches, other than parish churches or in buildings licensed for public worship (Canons B14 & B14A)
8. Authorising minister to dispense with reading of services in parish church or parish centre of worship (Canon B14A)
9. Determination of dispute as to change in form of vesture in use in church or chapel (Canon B8)

C. Functions relating to Office Holders

1. Functions under the Ecclesiastical Offices (Terms of Service) Measure 2009

D. Miscellaneous Functions

1. Functions arising during vacancies in benefices
2. Functions under the Parochial Registers and Records Measure 1978
3. Powers under the Church Representation Rules, except where the rules relate to General Synod or Diocesan Synod
4. Functions under the Churchwardens Measure 2001

Other delegated functions under the London Area Scheme remain with the respective Area Bishop.

IN WITNESS whereof this deed has been exercised by the parties to it on the above day and date.

Signed as a Deed by
THE BISHOP OF LONDON
and sealed with her Episcopal Seal



+ Janet London.

Signed as a Deed
sealed and
delivered by THE
BISHOP OF
EDMONTON in the
presence of:

+ Robert Edmont.

Janet Laws
of Michael Paternoster Royal, College Hill,
London EC4V 5RL

Signed as a Deed
sealed and
delivered by THE
BISHOP OF
WILLESDEN in the
presence of:

Pete Broadhurst

Bury & Willesden

Muzki Beata

13 Gaskore Road, Ruislip: Personal Assistant

Signed as a Deed
sealed and delivered
by THE BISHOP OF
KENSINGTON in the
presence of:

+ Graham Kensington

Janet Laws

as above.

Signed as a Deed
sealed and delivered
by THE BISHOP OF
STEPNEY in the
presence of:

+ Adrian Stepany

REC Gough
36 Canston Street London SW1P 4AU

Signed as a Deed
sealed and
delivered by THE
BISHOP OF
FULHAM in the
presence of:

+ Jonathan Fulham
REC Gough
as above

Signed as a Deed
sealed and delivered
by THE BISHOP OF
ISLINGTON in the
presence of:

+ Ric Langton
REC Gough
as above

