

**A Memorandum of Understanding
between the Bishop of Salisbury and the Deans of Guernsey and Jersey
concerning the roles of the Bishop and the Deans
and the relationship between the Diocese of Salisbury and the Deaneries of Guernsey
and Jersey**

Introduction

1. The Report of the Archbishop of Canterbury's Commission on the Relationship of the Channel Islands to the wider Church of England included the recommendation that the respective roles of Bishop and Dean, and between Diocese and Deanery, be clarified by means of a Memorandum of Understanding.
2. The Church of England in Jersey and the Church of England in Guernsey have particular and much valued histories which give them distinctive customs and practice. The Bishop of Salisbury is the Ordinary. The Island Deaneries are attached to the Diocese of Salisbury, although the unique nature and culture of the Islands, together with their own independent legal systems, means that they sometimes operate differently from the English Church. Historically the overlapping jurisdictions that are part of this relationship have been capable of creating a degree of tension which could not be resolved. In these circumstances, a strong relationship between the parties to this Memorandum is essential, so that opportunities and difficulties can be signalled early and every attempt made to maximise the former and minimise and resolve the latter.
3. The Bishop and Deans have a shared responsibility to serve, support and strengthen Christian life in the Islands through the efficacy of their partnership in the Gospel of Jesus Christ and through worship, ministry and mission. The relationship between Bishop and the Deans of Jersey and Guernsey is framed and supported by law (through the respective Jersey and Guernsey Canons) and through custom and practice.
4. Primarily this relationship is dependent on good, courteous and regular communication. The Bishop and Deans must talk frequently, meet regularly and signal relevant opportunities and problems as early as possible, in the collaborative spirit of the body of Christ. There needs to be sufficient participation in the life of the Deaneries so that the Bishop is not seen as a visitor, but is experienced as a lively leader in ministry and mission. The Bishop must also maintain respect for the distinctive roles of the Channel Island Deans and allow them to function with appropriate authority in their unique roles and distinctive offices.
5. The special character of the Islands is to be valued and received as a gift by the wider Church of England; but it is important that this is balanced with the understanding that the Islands are part of the wider Church of England, with responsibilities and accountability to that wider Church. The churches in the Islands should be recognisable as Church of England churches. There should be no barriers preventing clergy from moving freely between posts in the Islands and England. In principle, in relation to ecclesiastical law, the Church should move as one as far as possible, while making allowance for local context.
6. The Bishop and the Deans together are committed to ensuring that our churches are safe places by ensuring that House of Bishops and National Church safeguarding policies are effectively implemented in the context of the Islands, under the lead of the Diocesan Safeguarding Advisers and the support of the Diocesan Safeguarding Team.

7. The Islands will be represented in the Synod and Councils of the Diocese in the same proportion as are other parts of the Diocese.¹
8. The Channel Island Deaneries will work closely and collaboratively with the Diocese, its departments and teams, reflecting good practice and working closely together in order that sound administration, good ministry and attractive mission are at the heart of what we do together, within the distinctive context of the Islands. The Diocese looks forward to learning from the Church of England in the Channel Islands through collaboration and a full and deep partnership in the Gospel of Jesus Christ, so as to encourage mutual flourishing.
9. The Island Deaneries are committed to playing a full part within the life of the Diocese. In financial terms, the Islands cover, in full, their own costs and contribute to the Diocese and the National Church, as agreed between the respective Island Boards of Finance and the Salisbury Diocesan Board of Finance.

The Bishop

10. The Bishop is the Ordinary of the Diocese, exercising the role of the Bishop as set out in the Ordinal.
11. The Bishop is responsible for Ordinations and Chrism Eucharists, Confirmations, the oversight of clergy discipline, the oversight of safeguarding and, in consultation with the Deans, the oversight of mission.
12. The Bishop exercises this oversight with the support of colleagues and with all the resources of the Diocese. Where appropriate, the Islands will appoint a supporting officer to liaise with the relevant department and Diocesan lead, in order to maintain a meaningful and regular connection with the wider life of the Diocese and the Church of England.
13. The Bishop's oversight of the Deaneries of Jersey and Guernsey will be informed by advice from the Deans, lay representative on Bishop's Council, and the Independent Legal Adviser for each Island (H.M. Attorney General in the case of Jersey, and H.M. Procureur in the case of Guernsey) where matters of law are concerned, and others as appropriate from the Island Deaneries, as well as from those whose advice would normally be sought in relation to the life and work of the Diocese.
14. When translating relevant English Measures into Island law, the Bishop will work with the Deans and Lay Chairs (as joint chairs of the Deanery Synods) and take such other advice as he thinks fit, bearing in mind the availability of the independent legal advisers for each Island, and recognising always that regulations made by the Deanery Synods of each Island may come into force only with the consent of the Bishop.

The Deans of Jersey and Guernsey

15. In each of the Deaneries, the Dean has day to day responsibility for the pastoral care of the clergy and is responsible for oversight of ministerial development and spiritual direction, in consultation with the Bishop.

¹ In the first instance: the Deans will be ex officio members of Bishop's Council and one place reserved for a lay person from each of the Islands; the Deans will attend the meetings of Directors and Chairs with Bishop's Staff three times a year (currently in April and July and November) and for any other items when Island business is to be discussed; each Island Deanery will be represented on Diocesan Synod by two clergy and two laity (the Deans and General Synod members plus others elected for the purpose). The Deans and the two lay General Synod members will be ex officio members of the Vacancy in See Committee.

16. The Deans work closely with the Bishop with regard to clergy appointments. They consult the Bishop before shortlisting (generally, but also with particular reference to CCLSs) but handle the process in each Island with regard to shortlisting, interviewing and appointing, subject to Crown approval, where appropriate. The Bishop's approval is sought before an appointment is offered to a candidate.
17. The Deans, as Commissaries of the Bishop, usually preside at services of institution of clergy to their benefices with one of the vice deans inducting. In accordance with the terms of their Commission from the Bishop, the Deans also preside at the licensing of clergy and lay ministers.
18. The Deans are responsible, in consultation with the Bishop, for enabling and supporting the continuing ministerial development of clergy and licensed lay ministers, including a programme of ministerial development review. While the particular circumstances of the Islands may require augmentation of the programmes offered by the Diocese of Salisbury, the Islands normally integrate with the Diocesan programmes, taking advantage of video conferencing and other remote working facilities. The Deans contribute to the programmes for the whole Diocese where appropriate.
19. The Deans work in partnership with the Diocesan Safeguarding Advisers and the Diocesan Safeguarding Team to ensure compliance with national guidance and best practice in safeguarding. They are accountable for this to the Bishop, who has overall responsibility for safeguarding.²
20. The Deans are responsible, through their respective Ecclesiastical Courts, for the operation of the Faculty Jurisdiction or its equivalent in their respective jurisdictions.
21. The Deans take a lead on ethical issues vis-à-vis the Island legislatures and local media. They are the public face of the Church in the civic life of the Islands. They are mindful of their wider responsibilities to the Church of England in this role.
22. The Deans are ex-officio members of Diocesan Synod, Bishop's Council and the Vacancy in See Committee. They will attend the three meetings a year when the Bishop's staff meet with directors and chairs of boards and attend the Bishop's staff meeting if there is particular business, including strategic business, for which their participation would be useful.
23. The Deans will participate in the National Archdeacons' Forum.
24. The Deans will normally be Canons of Salisbury Cathedral.

Dated the eleventh day of December 2020

Bishop of Salisbury

Dean of Guernsey

Dean of Jersey

² We note that this paragraph may need to be reviewed in the light of the House of Bishops' response to the recent IICSA report on the Anglican Church in England and Wales.