



## Ealing Deanery Plan

### Introduction

- Ealing is a large and complex deanery situated to the west of the Diocese. At one time it was divided into two deaneries (Ealing East and Ealing West) but now operates as a single entity which is co-terminus with the Borough boundary.
- The deanery consists of 33 parishes, 37 church buildings (of which 1 was recently closed and 1 is not regularly used for worship).
- A strong characteristic of the deanery is a long held desire to work together, across boundaries, traditions and denominations. This runs deep and we jointly run several compassion ministries – the longest of these (Ealing Soup Kitchen) is now over 40 years old. Our unity was further developed after the Ealing riots of 2011 by the partnership of two church leaders – the vicar of an Anglo-Catholic parish then under alternative episcopal oversight and a woman leader of a charismatic community church (a short film tells the story of how this partnership came about - <https://www.youtube.com/watch?v=HJmhlqPSWxI>). Their joint leadership brought together large numbers of leaders of different traditions and denominations.
- The Deanery has its own Mission Fund (a historic pot of money set aside for Christian mission in the deanery) and annually allocates grants of up to £2,000 to local churches who submit successful bids.
- The Deanery has its own website which contains details of Chapter and Synod business.

## 1. New ambitions – the things we wish to see START

	Key area	Lead	Action	Timescale
1.1	St James Church in West Ealing was closed as a place of public worship in 2018 at the request of the PCC of St John’s and St James. In partnership with the local authority, we wish to redevelop the site so that the existing building is converted to social housing apartments, office space and a community hub providing a home for outside groups and a newly formed worshipping community. We envisage that St James could then become a base for the many compassion ministries that are jointly run by churches in the Deanery.	Steve Newbold, Mark Melliush, Rachel Marszalek, Steve Paynter	Meeting already had with Property Department and Bishop. Property Department now undertaking feasibility study and looking at various options for dual use of site.	2025
1.2	We aim to redevelop <b>St Richard’s Church in Northolt</b> into a worshipping Community Hub. We will explore and plant a new worshipping community, looking to draw on the experience of a local Resource Church – <i>One Church Harrow</i> . We will work in partnership with the local authority and other partners to explore the possibility of renewing the building, hoping to build new social housing and create a new community hub.	Chris Hill	<ul style="list-style-type: none"> <li>• Build on the prayer and work over the last year, namely coffee giveaway every Thursday and monthly cinema club funded by deanery mission fund.</li> <li>• Soft start of weekly communion and meal Sunday evenings and look to grow over the next year.</li> <li>• Met with one church Harrow and look to develop partnership with them</li> <li>• Work with diocesan property team, council etc to explore the renewal of the building including the possibility of building social housing to enable a new church and community space.</li> </ul>	
1.3	We aim to provide a base for <i>Hope for Southall Street Homeless</i> (a community run all year Night Shelter) exploring the possibility of a <b>redeveloped site at Holy Trinity Southall</b>	Michael Bolley		2024
	To reinvigorate the worshipping community at HT possibly by planting in. Or create a pioneering hub/new monastic community ‘House of prayer for all nations’?	Michael Bolley, Idina Dunmore,		2024

		Christopher Ramsey		
1.4	We seek to start a new worshipping community on the <b>Greenford Quay site</b> either by planting a new community or extending the ministry from a local church.	<b>Karen Greenidge-Silcott,</b> Mund Cargill Thompson		

	Key area	Lead	Action	Timescale
1.5	We wish to consider a more collaborative use of buildings and people between <b>St Mary's Acton and the Oak Tree Anglican Fellowship.</b>	<b>Tim Sudworth,</b> Nick Jones		
1.6	We wish to use our two designated <b>Resource Churches (St John's Southall and St Paul's Ealing)</b> to support ministry across the deanery and to: <ul style="list-style-type: none"> <li>• plant a new worshipping community on the Ealing Hospital site (St Paul's Ealing)</li> <li>• extend The Table, a new worshipping community and to plant a similar approach again (St John's Southall).</li> </ul>	<b>Mark Melliush</b>  <b>Anna Poulson,</b> Idina Dunmore		2020-21
1.7	We plan to explore the future of ministry and mission in <b>West Twyford</b> (part of the parish of the Ascension with St Mary's Hanger Hill).	<b>Simon Reed</b>		
1.8	We aim to create a specific <b>Eco Congregation in the parish of St Mary's Norwood Green</b> and use the expertise gained to resource other Eco Churches across the deanery.	<b>Dave &amp; Anne Bookless</b>		2025

1.9	We aim to look at and develop <b>youth work across the deanery</b> in churches, in the chaplaincy of the Twyford Schools Trust and in other primary/secondary schools.	<b>Jon Westall,</b> Christopher Ramsay, Julia Palmer, Chris Fox, Graham Miller, David Brammer	First meeting 2 <sup>nd</sup> March 2020	
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	<b>Key area</b>	<b>Lead</b>	<b>Action</b>	<b>Timescale</b>
1.10	To explore a children/youth hub in Southall at the old St John's	<b>Anna Poulson</b>		2021
1.11	We want to consider more <b>creative ways of encouraging prayer</b> including hub for 24/7 and the creation of a Community of Prayer (e.g. Young Franciscans).	<b>Simon Reed,</b> Chris Hill, Nick Jones, Idina Dumore		
1.12	We want to <b>review and reshape the structures of the deanery,</b> possibly by creating smaller clusters of churches with the aim of encouraging mission, better sharing of resources and support for each other.	<b>David Neno,</b> Andy Johnson, Christopher Ramsay, Steve Newbold		
1.13	We hope to create a <b>Deanery or Area mission fund</b> that all churches contribute to. This will enable churches to bid for funds for more significant mission projects/staff.	<b>Steve Newbold,</b> Mark Melliush, Chris Hill, Rachel Marszalek		2022

1.14	We want to consider how we might <b>raise up more lay leaders</b> and introduce a leadership development programme with a particular emphasis on BAME leaders.	<b>Rachel Marszalek,</b> Idina Dunmore, Wilson Gill, Andrew Dand		
1.15	We will consider extending <b>Ealing Citizens</b> by involving other Ealing Churches.	<b>Justin Dodd,</b> Nick Jones		

## 2. Areas of ministry that we should STOP

	<b>Key area</b>	<b>Lead</b>	<b>Action</b>	<b>Timescale</b>
2.1	To relocate <b>St Peter's Acton Green</b> to the Kensington Area to which it most naturally relates – note St Peter's is a church plant from St Michael and All Angels Bedford Park.	<b>Bishop Pete,</b> Steve Newbold	Matter being discussed at Area Council and within the Kensington Area.	2021
2.2	To <b>reallocate</b> a currently vacant 1/3 stipend in Acton to a possible Families Worker in the Acton area.	<b>Julia Palmer,</b> Timothy L'Estrange		
2.3	To actively explore <b>streamlining Parish boundaries</b> to create areas for transformation.	<b>Mark Melliish,</b> Chris Hill, Rachel Marszalek, Steve Newbold		
2.4	<b>Stop attaching stipends</b> to churches in Southall after Michael B and Wilson G retire BUT to retain the overall number of stipends in the Southall group.	<b>Christopher Ramsay,</b> Bishop Pete		2023-4

2.5	Avoid the duplication of <b>administrative and operational</b> functions by creating central teams across some clusters of churches.	<b>Justin Dodd, Christopher Ramsay</b>		
2.6	Stop the <b>voluntary schools levy</b> and refocus the existing fund to create a new Deanery or Area Mission Fund (see item in Starts).	<b>Steve Newbold, Mark Melliush, Chris Hill, Rachel Marszalek</b>		2022
	<b>Key area</b>	<b>Lead</b>	<b>Action</b>	<b>Timescale</b>
2.7	Stop thinking church/congregation first and start to think about defined <b>Kingdom goals</b> .	All	Mark Poulson to report back on C of E report in Autumn 2020 on how to measure impact on society	2020
2.8	<b>Question all of our buildings</b> and rethink what we need and what can be refocussed.	All with new Archdeacon		

### 3. Areas of ministry which we plan to IMPROVE

	<b>Key area</b>	<b>Lead</b>	<b>Action</b>	<b>Timescale</b>
3.1	To actively seek to favour <b>BAME candidates</b> in the appointment of ministerial staff in Southall.	<b>Wilson Gill</b> and others		2023-24
3.2	To grow <b>BAME vocations</b> across the deanery with particular attention to British born Asians.	<b>Wilson Gill</b> <b>Anna Poulson</b>		2020 on
3.3.	To encourage and grow more <b>ethnic minority congregations</b> and where appropriate to incorporate them into the Church of England.	<b>Wilson Gill,</b> Mark Poulson		2021-3
3.4	To prayerfully examine our <b>individual clergy portfolios</b> and discuss with each other how we can best serve the 2030 vision.	<b>All</b>		

3.5	To ensure that the role of the newly appointed <b>Archdeacon of Northolt</b> has a clear focus on mission across the Area.	<b>Bishop Pete</b>		
3.6	To see <b>St Mary's Norwood Green</b> grow overall or move the stipend to another role within the Southall group.	<b>Dave &amp; Anne Bookless</b>		2025
3.7	To explore the legalities of the <b>Southall group</b> and see if they best fit with their vision. Aim is simplification/freedom to lead to: 1. Greater community transformation 2. New expressions of church	<b>Christopher Ramsay</b>		2020
	<b>Key area</b>	<b>Lead</b>	<b>Action</b>	<b>Timescale</b>
3.8	To create more <b>imaginative partnerships</b> (e.g a Memory Café operating in a local pub).	<b>All</b>		
3.9	To improve <b>intergenerational relationships</b> .	<b>All</b>		

#### 4. Generally we wish to see

4.1	Simplification of red tape.	<b>Area Council</b> and others		
4.2	An action group to be created to develop an <b>Eco Area/Diocese</b> .	<b>Steve Paynter</b> , Christopher Ramsay, Dave Bookless and Brent colleagues		<b>2021</b>
4.3	An action group be formed to consider how best to apply to the <b>Strategic Development Fund</b> for missional endeavours.	<b>Mark Poulson</b> , Christopher		<b>2020-1</b>

		Ramsay, Justin Dodd		
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*Revised January 2020*