

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=HJmhlqPSWxl>). 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.

New ambitions – the things we wish to see START

- **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.
- We aim to redevelop **St Richard's Church in Northolt** in partnership with the local authority who hope to build new social housing and create a new community hub. We will then plant a new worshipping community and draw on the experience of a local Resource Church – *One Church Harrow*.
- By 2030 we aim to provide a base for *Hope for Southall Street Homeless* (a community run all year Night Shelter) in a **redeveloped site at Holy Trinity Southall** and reinvigorate the existing worshipping community by possibly planting in.
- We seek to start a new worshipping community on the **Greenford Quay site** either by planting a new community or extending the ministry from a local church.
- We wish to consider a more collaborative use of buildings and people between **St Mary's Acton and the Oak Tree Anglican Fellowship**.
- We wish to use our two designated **Resource Churches (St John's Southall and St Paul's Ealing)** to support ministry across the deanery and to:
 - plant a new worshipping community on the Ealing Hospital site (St Paul's Ealing)
 - extend The Table, a new worshipping community and to plant again (St John's Southall).
- We plan to explore the future of ministry and mission in **West Twyford** (part of the parish of the Ascension with St Mary's Hanger Hill).
- We aim to create a specific **Eco Congregation at St Mary's Norwood Green** and use the expertise gained to resource other Eco Churches across the deanery.
- We aim to look at and develop **youth work across the deanery** in churches, in the chaplaincy of the Twyford Schools Trust and in other primary/secondary schools.

- We want to consider more **creative ways of encouraging prayer** including hub for 24/7 and the creation of a Community of Prayer (e.g. Young Franciscans).
- We want to **review and reshape the structures of the deanery**, possibly by creating smaller clusters of churches with the aim of encouraging mission, better sharing of resources and support for each other.
- We hope to create a **Deanery or Area mission fund** that all churches contribute to. This will enable churches to bid for funds for more significant mission projects/staff.
- We want to consider how we might **raise up more lay leaders** and introduce a leadership development programme with a particular emphasis on BAME leaders.
- We will consider extending **Ealing Citizens** by involving other Ealing Churches.

Areas of ministry that we should STOP

- To relocate **St Peter's Acton Green** 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.
- (By 2030) To see **St Mary's Norwood Green** grow overall or move the stipend to another role within the Southall group.
- To **reallocate** a currently vacant 1/3 stipend in Acton to a possible Families Worker in the Acton area.
- To actively explore **streamlining Parish boundaries** to create areas for transformation.
- By 2030 to **stop attracting stipends** to churches in Southall BUT to retain the overall number of stipends in the Southall group.
- Avoid the duplication of **administrative and operational** functions by creating central teams across some clusters of churches.
- Stop the **voluntary schools levy** and refocus the existing fund to create a new Deanery or Area Mission Fund (see item in Starts).
- Stop thinking church/congregation first and start to think about defined **Kingdom goals**.
- **Question all of our buildings** and rethink what we need and what can be refocussed.

Areas of ministry which we plan to IMPROVE

- By 2030 to actively seek to favour **BAME candidates** in the appointment of ministerial staff in Southall.
- To grow **BAME vocations** across the deanery with particular attention to British born Asians.
- To encourage and grow more **ethnic minority congregations** and where appropriate to incorporate them into the Church of England.
- To prayerfully examine our **individual clergy portfolios** and discuss with each other how we can best serve the 2030 vision.
- To ensure that the role of the newly appointed **Archdeacon of Northolt** has a clear focus on mission across the Area.
- To explore the legalities of the **Southall group** and see if they best fit with their vision.
- To create more **imaginative partnerships** (e.g a Memory Café operating in a local pub).
- To improve **intergenerational relationships**.

Generally we wish to see

- Simplification of red tape.
- An action group to be created to develop an **Eco Area/Diocese**.
- An action group be formed to consider how best to apply to the **Strategic Development Fund** for missional endeavours.