



All Saints'
Church
— Child's Hill —

Mission Action Plan



*All Saints, at the centre of Child's Hill,
is where the love of God is encountered in Jesus Christ.*



March 2021

Introduction

The process of developing this Mission Action Plan (MAP) has been drawn out, starting in 2018 with a survey of the geographical area of the parish and of people both from within and outside the congregation, about where they think the needs of the church and the local community are. The results of this survey were displayed at the back of church and presented to the PCC and congregation for their feedback. This along with statistics on the local area fed into a PCC away day in April 2019 led by Nigel Taylor at the Edmonton Area Director of Training and Development's office in Finchley. This was followed up by a PCC review and prioritising meeting on the 2nd June 2019 at All Saints where we reviewed our SWOT analysis and laid out some objectives and tasks. A small group was then appointed to take the PCC's focus and develop a Mission Action Plan which was brought back to the PCC on the ... for review. After some changes proposed by the PCC, this MAP was approved by the PCC on the ... and the small group tasked with rolling out the Mission Action Plan to the congregation and community.

Recognising that timing of completing of objectives is important but also extremely difficult to do with any accuracy, the objectives outlined in our MAP have a series of tasks which will help us to achieve them, these are given a 2, 5 or 10 year targets.

Given the context of Covid-19, some of the objectives which could be short term (i.e. 2 years) will need to wait until restrictions relating to Covid-19 are reduced but as a vaccine is now being administered and there is a renewed hope that we might soon find a new normal we are ambitious that this affect will be minimised.

Christian Basis of our Mission Action Plan

As a part of God's church we look to scripture, tradition, reason and prayer to discern Christ's mission for us. The PCC and church have committed time to prayer about our mission. Our traditions have shaped the way we respond to the needs we have discerned and we have looked particularly to the Nazareth manifest (Luke 4:16-20), Jesus' teaching on the Greatest Commandment (Matthew 22:34-40), Jesus' Great Commission (Matthew 28:16-20) and the stories of what the early church was like, particularly in Acts 2:42-47.

As a representation of Christ's church in Child's Hill we are anointed to provide an opportunity for people to encounter the love of God through Jesus Christ in the way we worship and show compassion. By being the church in Child's Hill we will grow in faith and transform Child's Hill. These areas are therefore the four areas in which we have organised our Mission Action Plan:

Worshipping God, Growing in Faith, Showing Compassion and Transforming Child's Hill.

The Saints demonstrate our role in pointing to Christ, so in all that we do we create both space and community at the centre of Child's Hill where the love of God is encountered through Jesus Christ.

When Jesus came to Nazareth, where he had been brought up, he went to the synagogue on the sabbath day, as was his custom. He stood up to read, and the scroll of the prophet Isaiah was given to him. He unrolled the scroll and found the place where it was written:

'The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favour.'

Luke 4:16-19

Context

Since the dedication of All Saints in 1856 a lot has changed. The early part of the 20th Century, during the incumbency of Fr Petter the church went through enormous change as the area changed massively - St Albans (now Golders Green Parish Church), St Michael and All Angels (now the Orthodox Cathedral) and St Peter's Cricklewood were all created by shrinking the parish of Child's Hill. Since then the area has lost its identity somewhat, as the place between places and the forgotten estate and row of shops on the doorstep of Hampstead, Golders Green and Cricklewood. Even Child's Hill Lane was eventually renamed Cricklewood Lane.

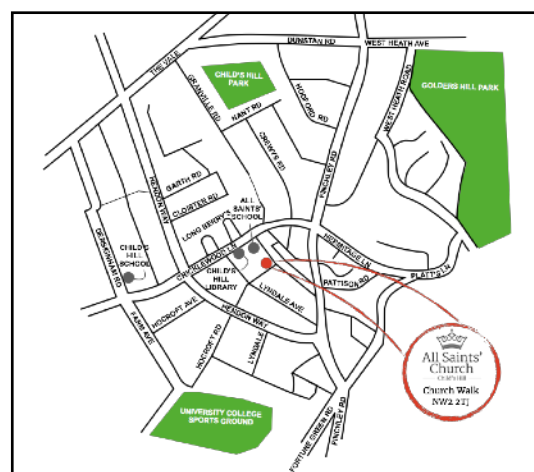
In recent years the community centre which was located on the Granville Estate and the two pubs on Cricklewood Lane and Hermitage lane have gone. The local library (in the former Church Institute on Cricklewood Lane) had to be taken on by a local charity (Kisharon) as council funding was reduced. And the change continues as the supported housing and care home in Church walk will soon be replaced by luxury houses and flats and the council bungalows in Hermitage lane are due to be replaced by flats. Green space at Hermitage and in Granville road will give over to new buildings, mostly private and some council funded. In the midst of all this change shared space becomes difficult to find.

Looking at the parish statistics it is notable that 20% of the local population is under 16 years old. The area, like much of Barnet, is very diverse with a large Jewish and Muslim population, but a large number of the Child's Hill population still listed themselves as Christian on the most recent census. There are significant levels of crime as well as deprivation and housing issues.

As this is written we are in the midst of the Global Covid-19 Pandemic, the impact of which is going to be significant over the coming days and years. In the short term it limits the way we can interact with each other and is having a significant impact on people's ability to work. Going forward we will need to remain flexible in the way we apply our Mission Action Plan to the decisions we make.



Aerial photo 1922



2020 Map

Previous Statement of Vision

In developing the profile for a new incumbent in 2017 the PCC wrote:

All Saints', being part of the Church of England, is here to serve all parishioners regardless of their beliefs. It is a visible presence not just for the few but the many. We are here to promote the Trinitarian faith of one God, Father, Son and Holy Spirit. We do this mindful of the historic traditions of the Church whilst attempting to interpret such a faith in terms of the contemporary world in which we live.

At All Saints', we believe that our Church should be friendly, welcoming and that its message should be one of openness and forgiveness.

We aim to:

- Share God's love and proclaim Jesus Christ as Lord, through worship, pastoral care and outreach.
 - Build a welcoming, friendly and inclusive community for all.
 - Actively encourage young people into our Church.
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In many ways this vision has not changed, but it has been expanded, further developed, and fleshed out in this Mission Action Plan.

London 2030 Vision

After a process of consultation with Londoners in 2019 the Bishop of London, Dame Sarah Mullaly announced that the vision for London leading to 2030 is that:

For Every Londoner to Encounter the Love of God in Jesus Christ

Within this the diocese has three main Ambitions and three Priorities.

Ambitions



Priorities

To reach every Londoner, we need to reflect the diversity of our city and be a welcoming, safe place.



Prioritising

Each of the areas of the MAP has a number of proposed tasks relating to the objective. Each of these tasks has been given a short term (2 years), medium term (5 years) or longer term (10 years) target for completion. This is not to say that if opportunity arises some might not be done sooner. Some of these tasks have already started or are ongoing, but were felt to be important parts of our achieving the given objective so needed to be part of the MAP. Many of the short term tasks will need to evolve and continue when completed, this is denoted by a ‘+’

Key areas of our MAP

Worshipping God

Develop and augment worship

- Develop altar servers and become member of one of the societies of servers - consider introduction of lay-Gospel deacon and sub-deacon (2 years)
- Grow and develop musical provision (2 years +)
- Develop an additional worshipping community (10 years)
- Introduce monthly healing Eucharist (2 years)

Involve young people in our worship

- Include young people as servers (ongoing)
- Develop a Children’s choir in partnership with All Saints School (5 years)
- Hold 4 children’s creative services a year (2 years)
- Review church policy on children and the Eucharist (2 years)
- Introduce regular Youth led service (2 years)

Teaching around worship

- Hold 3 Parish Learning Hours after the service exploring aspects of our worship (2 years)
 - Introduce an annual teaching eucharist with question and answers (2 years)
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Growing in faith

Diversify our teaching and preaching

- Have at least one person other than the incumbent preach each month (2 years)
- Have a Parish Learning Hour after the service once a month, led by guests including other faiths and members of the congregation (5 years)
- Re-introduce a regular bible study (ongoing)
- Introduce an accessible christian education programme for school and nursery parents (5 years)
- Introduce a ‘This time tomorrow’ slot at the end of the service on a regular basis. (2 years)

Improve Christian teaching for Children and Young People

- Hold annual confirmation classes and confirmations (5 years)
- Introduce creative activity with church themes and teaching for very young children (2 years)
- Establish faith club at school (5 years)

Organise Away days/retreats

- Introduce regular away day or retreat for the congregation. (5 years)
 - Establish annual pilgrimages (2 years)
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Showing Compassion

Improve Pastoral care

- create a Pastoral visiting team who can support those who are sick or need support *(2 years)*

Develop Children's work

- Hold regular parent and child craft events *(ongoing)*
- Organise parent and child outings to help families engage with opportunities and build support network, explore opportunity to collaborate with Jack and Jill nursery *(5 years)*

Support Youth in the parish

- Build on our youth group with a second group, divided by ages *(5 years)*
- Provide Youth support and mentoring *(5 years)*

Taking Environmental responsibility

- Introduce annual Environmental service *(2 years)*
- Reduce energy footprint, becoming net carbon neutral by 2030, consider insulation, heating and energy sources, double and secondary glazing. *(10 years)*
- Harvest rainwater for use in appropriate contexts (loos and gardening) *(5 years)*

Transforming Child's Hill

Build identity of Child's Hill

- Re-launch monthly Child's Hill Chronicle *(2 years)*

Develop Social & community events

- Maintain and Develop existing social and fundraising events, (incl. quiz nights) *(ongoing)*
- Develop new community social events with the aim to have one a month *(2 years)*

Provide opportunities to build community and generate networks of support to tackle local needs

- Set up and support a local Food Bank *(ongoing)*
- Create a welcome pamphlet for new residents moving into the area *(2 years)*
- Regular Community Meal in partnership with the Food bank *(5 years)*
- Wednesday Soup lunch and social *(ongoing)*
- Partner with other charities to offer appropriate surgeries during food bank sessions *(2 years)*
- Partner with other charities to offer health visitor and other appropriate surgeries during stay and play sessions *(5 years)*

Provide Public Space for the community

- Make space available for community use by different groups during the week, while maintaining the importance of a space for prayer at the heart. *(10 years)*

Developing our Resources

To achieve our objectives we will need to focus on developing our resources in the following ways

Developing People

Develop, train and lead a Pastoral Team of visitors and telephoners through regular supervision. *(2 years)*

Recruit and appoint a new Director of Music with goals specifically linked to this MAP, particularly in developing musical outreach to children *(2 years)*

Recruit a part-time Youth Worker to develop youth provision and begin outreach support to youth in the parish. *(5 years)*

To enable the establishing of the church as a space for the community, recruit a Parish Assistant who can manage bookings as well as provide support to the incumbent and churchwardens freeing them up to engage in mission. *(2 years)*

Building Partnerships

We cannot achieve God's mission on our own. In Mark 9:38-41 the disciples try to get Jesus to help them stop somebody they don't know from doing God's work. Jesus' response is 'Do not stop him;... Whoever is not against us is for us.' Partnerships will be essential for us to move forward with God's mission. There is an ongoing need to look to develop partnerships:

- Partnerships with local and national organisations, schools and nurseries working to support people such as Citizens UK, Childs Hill Food Bank,
- Partnerships with churches and other faith groups locally.
- Partnerships with churches and mission organisations working overseas, through the diocesan's ALMA link or through a direct partnership with another diocese and through organisations like WaterAid.

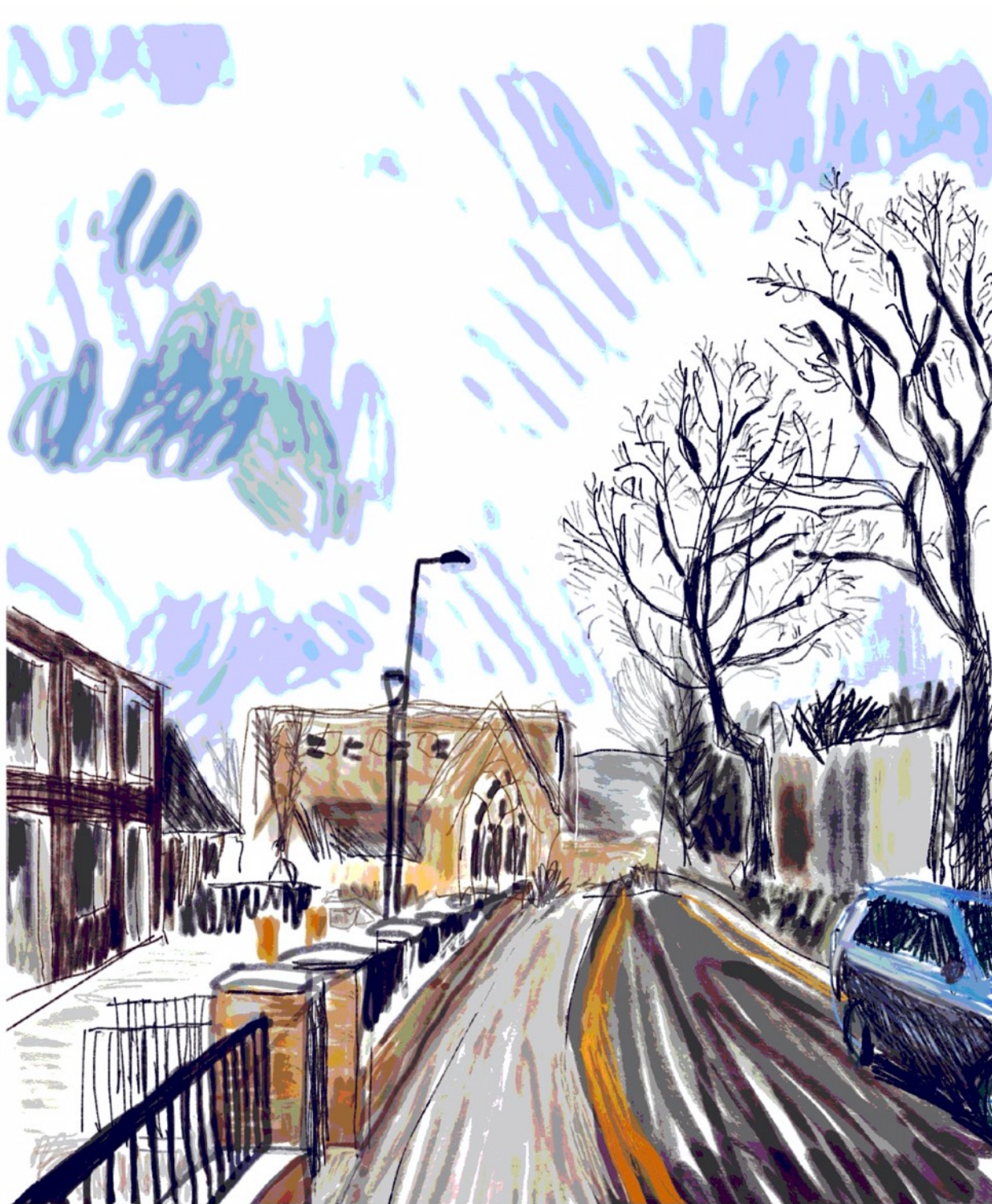
Creating Space

Creating space within the building that can be used for the community. Work with the Quinquennial inspector to draw up plans to create discreet space for meetings, classes and music to occur simultaneously within the building while maintaining a space for prayer at its heart. The overall concept will also need to:

- Improve our existing space to enable better hospitality by providing necessary water and facilities for cleaning dishes and food provision.
- Provide loos for visitors to use in the church building.
- Provide better office facilities for a Parish Administrator and the Incumbent to work
- Improve church fabric to augment worship.

We also need to develop ideas to improve the visibility, signposting and external appearance of the church so that it is welcoming to those who might be wishing to enter. *(10 years)*





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