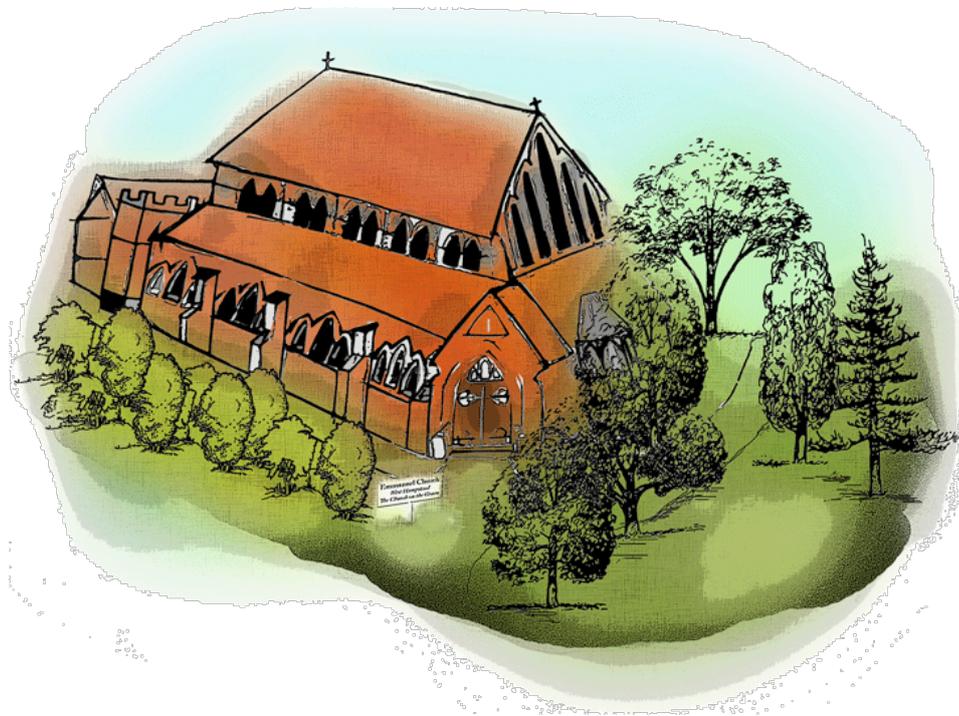


Emmanuel Church West Hampstead

“God is with us”

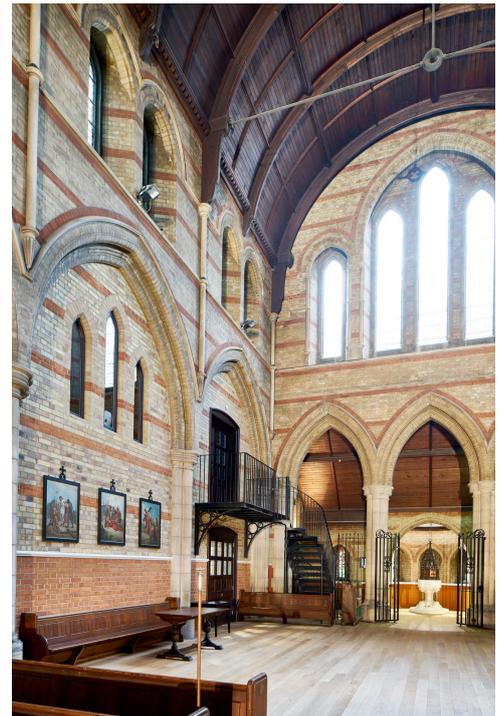
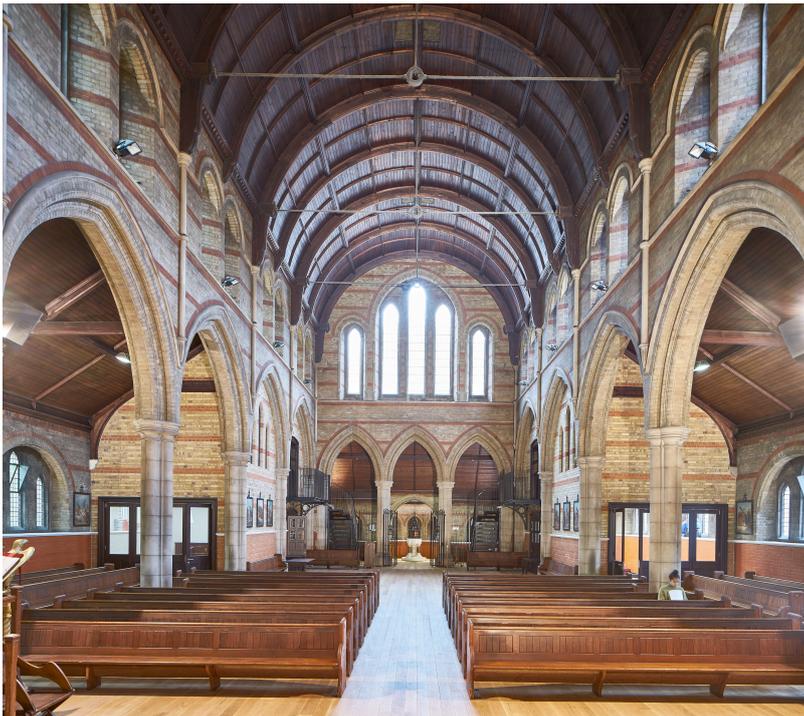


Mission Action Plan 2017 – 2018

INTERIOR OF THE CHURCH LOOKING WEST



INTERIOR OF THE CHURCH LOOKING EAST SHOWING THE NEW COMMUNITY SPACE



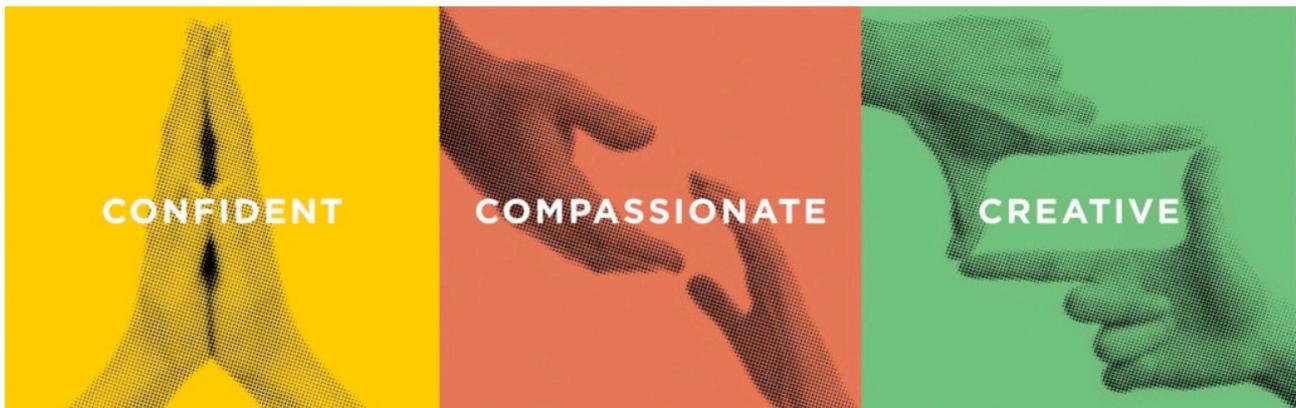


EMMANUEL CHURCH, WEST HAMPSTEAD MISSION ACTION PLAN 2015-2016

✠ MISSION STATEMENT ✠

We, the people of Emmanuel, West Hampstead seek to be faithful to “the apostles' teaching and fellowship, to the breaking of bread and the prayers” (Acts 2:42) and to authenticate this in acts of love and service to one another and to the community in which we are set, showing God’s generous and inclusive love to all.

This Mission Action Plan has been produced in the light of the Diocese of London’s Capital Vision 2020 initiative, so that we might serve God, one another and the whole wider community in Confident, Compassionate and Creative ways. Please see <http://www.london.anglican.org/mission/capital-vision-2020>



CHURCH PROFILE

Emmanuel Church is a Victorian parish church in the thriving residential area of West Hampstead, North West London and in the Borough of Camden. We are in the Episcopal Area of Edmonton within the Diocese of London, the Archdeaconry of Hampstead and in the Deanery of North Camden.

- Our Church is in the modern Catholic tradition, generously orthodox, and a member of the Inclusive Church network.
- Our Incumbent, Father Jonathan Kester, has been in post six years. Other clergy include, Mother Annette Fritze-Shanks (SSM Assistant Priest) and Mother Claire Wilson (Associate Priest). Father Regan O’Callaghan is resident at the Vicarage and presides at our 9.15 am ‘Joyful Noise’ Eucharist once a month.

- Previously a more conservative, low church Prayer Book tradition with a dwindling, elderly congregation, Emmanuel now has a thriving congregation worshipping in the modern catholic tradition and is mainly made up of young adults and families with children.
- We currently have 317 people on our electoral roll, and an average attendance at our principal Sunday Eucharists of approximately 180 (of whom on average one-third are children under the age of 11, and two thirds are communicants).
- The focus of parish life is at our 9.15 am 'Joyful Noise' Eucharist and at our 10.30 am Sunday morning Parish Eucharist (which is followed every week by coffee at the back of church).
- There is a sought-after Church of England Primary School (expanded and rebuilt with a nursery which opened in the autumn of 2013) and the school children attend the church to celebrate Eucharist each week.

AREA PROFILE

- The parish has around 12,500 inhabitants, and is socially mixed. Many who live in the parish are professionals, but there are also pockets of relative poverty and a significant number of people affected by the "bedroom tax". It has a young population, only 10% of which is retirement age. The congregation is representative of this general social picture.
- There are no other Christian churches in the parish, but there is a large synagogue. JW3, a new Jewish Cultural Centre on the Finchley Road, opened in autumn 2013. 47% of the community declared themselves in the 2011 census as being "of no religion" (compared with 25% in the census of 2001).
- The area is not especially diverse ethnically by London standards (except for the large Jewish community and growing Islamic community).
- Our congregation largely reflects this. However, we do have a growing number of members from several different Asia, African and West Indian backgrounds, and from Europe, Australasia and North America. The school, which draws from a greater area than the geographical parish and is rather more diverse.
- There is good provision in the area for pre-school age children, but less for school-age children, outside that provided by the schools themselves.
- It is generally a safe and peaceful neighbourhood with a strong sense of community, although crime statistics in the area of home burglaries have increased in recent years.
- There are excellent transport links with the rest of London, both by a range of buses and the Jubilee Line underground, *Thameslink* and North London Line. West Hampstead is in 'Zone 2') There are further ready links with the rest of the country and internationally. The parish is within a few miles of Paddington, Euston, King's Cross and St Pancras International Stations, and from the start of the M1.

STRENGTHS

Emmanuel is a church with a diverse, cosmopolitan and growing congregation with a strong sense of community, and a genuinely welcoming and inclusive atmosphere.

Specifically, it has:

- A thinking congregation, which enjoys lively debate and to be intellectually stimulated.
- A high proportion of young families and children.
- A lively and well-planned Sunday School at the 10.30 am Sung Eucharist – now known as Children’s Church - which has seen growth over the last few years.
- A building restored and developed in 2016 to provide four new community meeting rooms, kitchen, disabled WC, shower & baby change and other WC plus large open space at the west end of the church. This is already being used by a whole range of community groups and organizations and enabling the church to be a significant community resource at the heart of the local community, making creative partnerships with community stakeholders .
- A number of skilled professionals in various areas, for example teaching, medicine, accountancy and the law, which gives us a wide pool of expertise from which to draw advice for management of the church.
- The musical tradition of the Church continues to develop under our Organist and Director of Music. Our choir, which welcomes singers from a range of abilities and talents, is one of our key strengths and enhances our worship with a wide variety of music.
- An excellent and popular church school of currently just over 200 pupils is in the process of being expanded with the new building in Mill Lane (the Omega Building) opened in November 2012. The 1845 building (the Alpha Building) has been transformed into an early years and foundation stage unit which opened in the autumn of 2013. There was an outstanding OFSTED report in July 2007 and we await a further inspection in the near future. A number of members of the congregation serve on the Board of Governors in various capacities. The School was judged ‘Outstanding’ in its SIAMS Inspection (Statutory Inspection of Anglican and Methodist Schools) in the summer of 2013.
- We have developed good relationships with statutory and voluntary community organisations and the local business community over the last five years and many businesses have been keen to sponsor events both at church and school for the good of the wider community.

WEAKNESSES

The following weaknesses have been identified:

- No focused provision yet for young people over the age of 11.

- A surprisingly small number of older people. It is easy for this small group to feel isolated with the increase in young families coming to Church during the last few years. There is a monthly Eucharist for the over fifties, followed by lunch and a talk. Although a number of older people have recently joined the congregation, this constituency seems to be remaining relatively small.
- Helpers for all tasks are drawn from a relatively small pool of willing volunteers, but in many families both adults are in full time work and have little free time.
- Although the area and population appear affluent, giving is relatively limited. Recent stewardship campaigns, however have increased the level of regular giving, especially by Standing Orders. Much of our capital resources from the sale of the hall in Broomsleigh Street and the Charles Wood bequest were spent in the Building Development Project during 2016. The investment income from these sources was a major support of parish life for which the parish had been accustomed. It is, however, anticipated that rental income from the new facilities will compensate for much of this.
- All this means that (despite recent progress in this area) we are currently unable to cover our full costs to the Diocese, but in recent years we have been raising this by 8% to reach this target. The pressures on finances during the Building Development Project meant that we were only able to increase this by the Diocesan average in our pledge for 2017.
- Systematic preparation has been established for those seeking baptism or confirmation and there are Lent study groups each year, but there are only a few other regular nurture groups or a systematic programme of Christian education at present.

AIMS & OBJECTIVES

With the large growth in the congregation and Church membership in recent years, we should be in a strong position to build on all that has been good in recent years and to look to the future with hope and **confident**, **compassionate** and **creative** ways, in line with the Diocesan Capital Vision 2020 initiative:

CONFIDENT

- We aim to be a more prayerful community, attentive to the still small voice of God, both in increasing the numbers attending the Eucharist and other activities throughout the week and nurturing the life of prayer in the home as complimentary to Church. We aim to increase the provision for retreat and parish quiet days and to re-establish a regular prayer and intercession group.
- We aim to commission at least 50 Ambassadors for Christ at the Parish Confirmation Service on the Festival of Christ the King 2017.
- We plan to have regular social evenings for newcomers to introduce and explain the variety of life at Emmanuel and so that people soon feel valued and included in our community and also to join in fellowship the different Sunday morning congregations.

- We aim to increase Christian education within the church and community. The constraints on this are the considerable demands on the time of a predominantly professional congregation, working long hours. Nonetheless we aim to develop this area in ways that are appropriate to our context by having more regular formal study groups and by beginning, for example, a monthly informal group meeting in a local pub to discuss topical matters of theology, ecclesiology and ethics
- Throughout all our fellowship and prayer, we aim to increase the confidence of all members by enabling them to grow in their faith and thus become more confident in articulating it for themselves.
- We aim to continue to reach out with God's love and welcome to those of all ages. by a more varied provision of church services, to allow for both stillness and child-friendliness in worship. This will include a greater variety of worship (including periodic BCP Choral Evensong, Messy Church, a Holy hour with Exposition & Benediction) and increasing further the number of daily celebrations of the Eucharist throughout the week.
- We aim to increase the number of vocations to both Licensed Lay (Reader) Ministry and the Ordained Ministry of the Diaconate and Priesthood from within the congregation.
- We aim to increase Emmanuel's presence in the new media by further developing the website and our *Facebook* page and by using *Twitter* to assist the dissemination of news and information about the parish and the spread of the Gospel.
- We aim to increase the understanding of stewardship amongst the congregation, and the need for gifting of time, talents and money. A stewardship campaign is planned for Lent 2017 to raise awareness of the need for sacrificial giving as part of commitment to the church. The recent increase in attendance figures has been matched by a modest, but encouraging, increase in giving especially through monthly standing orders. Emmanuel is not yet a fully funding parish as defined by Diocesan figures, although we do pay the amount requested and agreed by the Deanery Finance Committee (approximating to paying out net costs). We seek to become a fully funding parish as soon as possible.

COMPASSIONATE

- The embedding of the recently completed Building Redevelopment Project – **COMMUNITY SPACE @ EMMANUEL CHURCH** - is at heart of this Mission Action Plan as we seek for Emmanuel to be a more servant-hearted community, recognising our life and mission as presence and engagement at the heart of the local community. In our principal aim of seeking to be more servant-hearted, we see the completion of the project as under the compassionate focus, but it is also an endeavor which engages us more in confidence and creativity.
- In so doing we seek to give hospitality and resources to a greater number of community groups and activities by expanding our community space, both within the church and its grounds, and offering greater outreach into the local community in its fullness and diversity. We seek to build on the good partnerships we have made with the West Hampstead Community Association and the Camden Churches Winter Night Shelter, both of whom are already using our space in their work with the most vulnerable of the local community.

- We aim to explore further ways in increasing those constituencies which are presently under-represented in the congregation by further reaching out further to the elderly, single people, couples (gay and straight), those without children and those from ethnic minorities if we are to be truly inclusive.
- Recognizing the particular shortage of older members of the congregation, we will:
 1. Co-ordinate increased levels of home visiting and recruiting suitably equipped members of the congregation to help with this.
 2. Maintain appropriate occasional contact with people who move outside the parish and report back on how they are doing.
 3. Be officially identified as the one to whom particular concerns about any elderly person could initially be brought
 4. Help to build up the "Over 50's lunch" by spotting and encouraging potential new participants as well as caring for our "regulars"
 5. Talk to older people about their needs with regard to Sunday morning worship.
- We aim to research further ways and drawing together more volunteers to create a greater variety of community outreach groups, building on the success of our Toddler Group begun in 2013 but now working in creative partnership with local community group West Hampstead Mums, meeting on a Friday morning in the new community space.
- We seek to help the most needy in our local community, by further supporting local food banks.
- We aim to build on the already strong links between church and school in serving the whole wider community of West Hampstead. Fr Jonathan is Chair of Governors, and several other Governors are members of Emmanuel Church. In furthering this aim, the Governors - with the full support of the Church and School Senior Leadership Team - have revised the admissions policy in a more diverse direction. Route A is the Church criterion for which two thirds of places are offered for both reception and nursery classes. This criterion for admission (after children with statements of additional educational needs and "looked after" children), is that the family should have attended the church regularly for 12 months before applying, and this has drawn many new families into the church. In extending the outreach of the school into the local community there is now also the Route B (Community) criterion under which a third of places in reception and nursery are offered to children based simply on geographical proximity to the school.
- We aim to build on our growing links already established with other schools in the parish, including Beckford and Hampstead Schools, with which Fr Jonathan already has links.

CREATIVE

- We would like to build on the many gifts of members of the congregation to increase our outreach into the community in imaginative ways. The congregation includes a number of talented and creative individuals, for example, musicians, actors, artists and photographers, who might be encouraged to use their gifts to encourage people into the church.

- We aim to improve fellowship particularly amongst those aged between 11 and 18. We need to ensure that there is a better provision for older children and young people by developing a youth group / fellowship which meets monthly. We are interested in working with St John-at-Hampstead to explore ways in which our two parishes might work collaboratively in this area and will continue this conversation once the new incumbent there is in post.
- We aim for Emmanuel to be a venue for music and the arts in the local community and to increase the number of recitals, concerts and exhibitions throughout the year, which will become possible once the Building Development Project is complete.
- We are in dialogue with JW3, the Jewish arts and community centre within the parish, in areas of inter-faith dialogue and co-operation and in specific projects both for young people and the elderly, through the “Near neighbours” programme and through Mizvah Day.
- We seek to set up a community arts festival based at the Church but for the whole local community around the festival of Corpus Christi each year (which we observe as our Patronal Festival).
- Spanish concert pianist, Maria Garzon, who keeps her concert piano at Emmanuel and, in so doing, is involved in co-ordinating the concert programme of the church throughout the year.
- Artist and Iconographer, Fr Regan O’Callaghan, is resident at the Vicarage and has conducted an icon class in the parish. He has also undertaken a beautiful commission of a new icon for Emmanuel School “Jesus of West Hampstead” (which portrays Jesus holding the Omega Building in his hands, with the Alpha Building and Emmanuel Church on either side.. We seek to build on this and to increase the understanding of art and iconography in the service of the church. <http://www.reganocallaghan.com>

SUMMARY

Emmanuel is a growing and (we hope) open and welcoming church, with a young and vibrant congregation and a strong commitment to the values of the inclusive Christian tradition.

We seek to build on all that has been achieved in recent years, both in growing and strengthening the Church family in prayerfulness, in number and in fellowship and by being a more servant-hearted and transformational presence, fully engaged in the life of the wider community of West Hampstead.

*The PCC
of Emmanuel Church
West Hampstead
Revised 24.ii.2017*