

All Saints', Harrow Weald - Mission Action Plan 2018 to 2023



Announcing the Kingdom of God cheerfully

**"And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God".
(Micah 6:8)**

www.ashw.org.uk



ALL SAINTS', HARROW WEALD

'Following Jesus: for the good of the world'

A MISSION ACTION PLAN 2018 – 2023

What is the task to which All Saints' is called? Jesus commissioned his disciples "...to go and make all the nations into disciples, baptising them in the name of the Father, and of the Son, and of the Holy Spirit. Teach them to observe everything I have commanded you." Matthew 28:19.

Such is our calling. A calling to be [ambassadors](#) of the Kingdom of God. For the good of Harrow Weald and the world.

The mission of All Saints' may be summarised as follows¹:

1. More Christians
2. Better (i.e. more effective, faithful, rooted) Christians
3. Living in a supportive community
4. For the good of the world

Where:

More Christians describes our work of evangelism, outreach, creativity, welcome and hospitality

Better Christians embraces our discipleship, worship, preaching, teaching, prayer, stewardship, pastoral care and openness to the prompting of the Holy Spirit.






Living in a supportive community reflects our desire to be an open, welcoming, spiritually vibrant, energetic, caring, servant hearted, and outward focused fellowship.

For the good of the world – describes our intention to engage positively with the local community of which we are a part, challenging injustice, championing the cause of the poor and marginalised, seeking reconciliation and healing, caring for the environment and revealing Jesus' sacrificial love for a world God created good

"When you give a feast, invite the poor, the crippled and the lame". Luke 14:13

¹ Adapted from Brian McLaren's summary of the task of the local church in ['The Church on the Other Side'](#) 2000 Zondervan

All Saints' will through its worship and mission commit to uphold the Five Marks of Mission of the Worldwide Anglican Communion:

-  To proclaim the Good News of the Kingdom
-  To teach, baptise and nurture new believers
-  To respond to human need by loving service
-  To seek to transform unjust structures of society
-  To strive to safeguard the integrity of creation and sustain and renew the life of the earth

All Saints' will support the [London Diocese Capital Vision 2020](#) by through promoting mission that is:



All Saints' will evaluate its mission against the Seven Marks of a Healthy Church²

1. **Energised by faith** rather than just keeping things going or trying to survive
 - *worship and sacramental life*: moves people to experience God's love
 - *motivation*: energy comes from a desire to serve God and one another
 - *engaging with Scripture*: in creative ways connect with life
 - *nurtures faith in Christ*: helping people to grow in, and share their faith.
2. **Outward-looking focus** with a 'whole life' rather than a 'church life' concern
 - deeply rooted in the *local community*, working in partnership with other denominations, faiths, secular groups and networks
 - passionate and prophetic about *justice and peace*, locally and globally
 - makes connections between *faith and daily living*
 - responds to human need by *loving service*
3. **Seeks to find out what God wants** discerning the Spirit's leading rather than trying to please everyone
 - *vocation*: seeks to explore what God wants it to be and do
 - *vision*: develops and communicates a shared sense of where it is going
 - *mission priorities*: consciously sets both immediate and long-term goals
 - able to call for, and make, *sacrifices*, personal and corporate, in bringing about the above and living out the faith.
4. **Faces the cost of change and growth** rather than resisting change and avoiding failure
 - while embracing the past, it dares to take on *new ways* of doing things
 - *takes risks*: and admits when things are not working, and learns from experience
 - *crises*: responds creatively to challenges that face the church and community
 - *positive experiences of change*: however small, are affirmed and built on.
5. **Operates as a community** rather than functioning as a club or religious organisation
 - *Relationships*: are nurtured, often in small groups, so people feel accepted and are helped to grow in faith and service
 - *leadership*: lay and ordained work as a team to develop locally appropriate expressions of all seven marks of a healthy church

² [The Healthy Churches' Handbook](#) Robert Warren Church House

- *lay ministry*: the different gifts, experiences and faith journeys of all are valued and given expression in and beyond the life of the church.
6. **Makes room for all** being inclusive rather than exclusive.
- *welcome*: works to include newcomers into the life of the church
 - *children and young people*: are helped to belong, contribute and be nurtured in their faith
 - *enquirers* are encouraged to explore and experience faith in Christ
 - *diversities*: different social and ethnic backgrounds, mental and physical abilities, and ages, are seen as a strength.
7. **Does a few things and does them well** focused rather than frenetic.
- *does the basics well*: especially public worship, pastoral care, stewardship and administration
 - *occasional offices*: make sense of life and communicate faith
 - *being good news* as a church in its attitudes and ways of working
 - *enjoys what it does* and is relaxed about what is not being done



MAP 1 More Christians						
Project	Tasks	Lead	When	Intended Outcome	Anticipated Project Budget	Evaluation
To continue and to develop the ongoing programme of discipleship activities and courses	1.1 To continue to develop and offer discipleship courses as a regular part of the church's discipleship programme. These to include confirmation courses for adults and young people and other discipleship programmes as appropriate	Vicar Expressions	Annually	To embrace people with the good news of life and hope and new beginnings made possible by the resurrection of Jesus		PCC Autumn
To engage with the community of Harrow Weald (and beyond) in creative Christian dialogue and welcome	1.2 To continue to develop and deliver accessible creative musical, social and artistic outreach activities within All Saints', including the 'Christmas Tree Festival and school carol services	Events	Annually	To use the resources of All Saints' campus to welcome people to visit and enjoy creative events hosted by the church		PCC Summer
To continue to develop appropriate, creative, and culturally relevant opportunities for worship	1.3 To promote Forest Church, Messy Church in the Woods and Taize and to continue to develop variety and innovation in our worship	Mandy Whitfield, James Watts, Jan Boresta, Katherine Harrison (St Michaels), Diane Tigg Expressions	Termly/monthly	To continue develop fresh opportunities for worship and refecton		PCC Spring
To offer Easter and Summer Holiday Clubs to young people	1.4 To continue to resource creative holiday club activities, drawing on the resources of the Forest School.	Jan Boresta, Mandy Whitfield, Vicar	Easter and Summer holidays	To draw young people into the Christian story		
To continue to invite schools to visit the Christmas Tree Festival and to hear the story of Christmas	1.5 Ministry of welcome and accessible presentation of the Gospel	Vicar, Events Ctt	December	To draw young people into the Christian story		

To make All Saints' accessible to the wider community	1.6 For church to continue to be open as often as possible and offering (Fair Trade) refreshments as appropriate. 1.7 Maintain and recruit new members to the team of volunteer stewards to be in church when open.	Churchwardens, Catering Committee, Jane Overy Churchwardens	Ongoing	All Saints' to be accessible for quiet prayer and meditation For All Saints' to have an 'open door' whenever possible		PCC Autumn
MAP 2 Better (i.e. more effective, faithful, motivated, rooted) Christians						
Project	Tasks	Lead	When	Intended Outcomes	Anticipated Project Budget	Evaluation
To continue regular teaching and bible study programmes	2.1 Continue varied and accessible Lent, Advent and Bible Study group programmes	Mandy Whitfield, Jo Lever, Philippa Jackson, Denise Mordell, Edith Steele	Monthly/seasonally as appropriate	A deepening of our understanding of and faith in the Christian Gospel. Building us up as a fellowship.		PCC Summer
To continue our welcome and care of visitors and new church members	2.2 To develop an improved 'welcome pack' for visitors and new worshippers	Administrator/Wardens	Autumn 2018	To help encourage a sense of belonging and care within our congregations		PCC Autumn
To encourage regular prayer for all members of the congregation	2.3 To maintain Care Thru Prayer activity	Care Thru Prayer Team	Ongoing			
To continue to care for older and potentially isolated members of the church and wider community	2.4 Pastoral care team visiting the sick, hospitalised, housebound and bereaved. 2.5 Monday Fellowship Meal and Friday Friendship	Iris Wheeler, Jennifer Stapleton, Denise Mordell, Philippa Jackson, Peter Ward	Ongoing	To help encourage a sense of belonging and care within our congregations, especially the elderly who are unable to attend church events regularly		PCC Autumn

<p>To continue to recruit adults and young people to join the serving team at Holy Communion</p> <p>To identify individuals with potential gifts for preaching and leading worship</p> <p>To nurture potential vocations to ministry and leadership</p>	<p>2.6 Recruit new people as servers and chalice assistants</p> <p>2.7 Nurture, encourage and endorse individuals to take risks in developing their gifts. Provide opportunities for sharing testimonies and stories</p> <p>2.8 Discern and mentor individuals with potential vocations</p>	<p>Peter Ward, Jennifer Stapleton</p> <p>Vicar</p> <p>Vicar</p>	<p>Ongoing</p>	<p>To encourage individuals in involvement in enabling worship</p> <p>To enable more people to develop gifts of preaching, leading and worship. To continue to encourage lay leadership of worship</p> <p>To continue to be a sending church that nurtures vocations</p>		<p>PCC Spring</p> <p>PCC Spring</p>
<p>To continue termly prayer meeting attended by a cross section of church members</p>	<p>2.9 Praying for discernment for our church and community life</p>	<p>Vicar, Denise Mordell, Philippa Jackson</p>		<p>Strong prayer support for all strands of the ministry of the church and further a field... Discerning common vision</p>		<p>PCC Summer</p>
<p>To build up fellowship with other churches sharing our premises</p> <p>To continue to work in partnership with Churches in the Weald</p>	<p>2.10 Continue to explore opportunities for shared ministry and fellowship with Sinai Mar Thoma church and other local worshipping communities</p>	<p>Mar Thoma/All Saints' coordination committee, Achen Mar Thoma fellowship</p>	<p>Ongoing</p>	<p>To extend hospitality and build up friendship and shared activities with the Mar Thoma fellowship</p>		<p>PCC Spring</p>
<p>To continue prayer and healing ministry</p>	<p>2.11 To continue to offer prayer ministry on Sundays and other appropriate occasions</p>	<p>Prayer Ministry Team</p>	<p>Ongoing</p>	<p>Encounter with the Holy Spirit, healing, reconciliation, forgiveness</p>		<p>PCC Autumn</p>
<p>To engage young people more creatively in the worshipping life of the church and to provide training in reading and intercessions to boost confidence</p>	<p>2.12 To continue to admit baptised young people to Holy Communion prior to confirmation</p> <p>2.13 To involve young people in serving, leading liturgy, reading, singing and interceding</p>	<p>Vicar</p> <p>Vicar, Sandy Oulton, Diane Tigg</p>	<p>Ongoing</p>	<p>Young people affirmed as full members of the Church family</p>		<p>PCC Autumn</p>

To continue to explore alternative expressions of worship	2.14 To make worship at All Saints' attractive and accessible to as wide a range of people as possible. To possibly include: 'Vintage' Messy Church Healing services Prayer and Praise worship	Vicar, Expressions, Director of Music	Ongoing	Diversity in worship		PCC Autumn
To review stewardship regularly	2.15 To continue to encourage all church members to give through the stewardship scheme and to tithe. 2.16 To generate additional income from hire of Blackwell Hall/Church premises 2.17 To explore ways of restructuring and allocating funds held in historic trusts	Finance Committee/Area Finance Officer PCC/Blackwell Hall Committee/Premises Manager Nick Oulton, PCC, Blackwell Hall Ctt, Diocesan Finance Advisor	Ongoing Ongoing Summer 2018	For church to be financially viable - with a budget for growth! More effective stewardship of funds		PCC Annually PCC Summer PCC Autumn
To explore potential of appointing a youth and families worker to further engagements with young people	2.18 Liaison with Diocesan Youth team and Deanery to explore viability of engaging a youth and families worker	Vicar	Autumn 2019	More effective engagement with young and re-energising of Mighty Saints		PCC Autumn
To appoint new 'Mighty Saints' coordinator	2.19 Appoint new 'Mighty Saints' co-ordinator with brief oversee new team to work with young people on Sunday mornings.	Vicar, Ann Nash, Church Wardens	Summer 2018	Raising importance and re-energising Mighty Saints programmes		PCC Autumn
MAP 3 Living in community						
Project	Tasks	Lead	When	Intended Outcomes	Anticipated Project Budget	Evaluation
To continue to announce our Sunday worship with the ringing of the bells	3.1 To build up the bell ringing team and reinstate regular practices at All Saints'	Charmian Baker with support from All Saints' ringers and the ringers of St Mary's, Harrow on the Hill and the MCALDG	Ongoing	Training of local band. Announce presence of All Saints' as a worshipping community within Harrow Weald		PCC Autumn

<p>To encourage a sense of community by providing opportunities for people to eat, meet and socialise together</p>	<p>3.2 To continue to facilitate high quality social events and visits and opportunities to share meals</p>	<p>Events Committee Catering Team Graham Jenkins</p>	<p>Ongoing</p>	<p>To offer high quality catering for special fellowship events To befriend</p>		<p>PCC Spring</p>
<p>To support the Forest School Project</p>	<p>3.3 To host Woodland Adventure, with use of church premises as appropriate and to support the trustees</p>	<p>Jan Boresta, Philippa Jackson, Vicar, Forest School Trustees</p>	<p>Ongoing</p>	<p>To support schools in promoting creation care and providing outdoor learning activities in the church woods for young people, especially those with SEN and others needs.</p>		<p>PCC Spring</p>
<p>To continue to seek to position All Saints at heart of Harrow Weald Community</p> <p>To further develop All Saints' as an accessible, attractive and welcoming place during the week, serving the needs of the local community</p>	<p>3.14 To continue to review and progress ASSH (All Saints' Serving Harrow) Projects:</p> <p>3.5 Explore opportunities for grant support and submit bids to HLF and other trusts</p>	<p>Project Manager, ASSH team plus, Fabric Ctt, Churchwardens</p>	<p>Ongoing</p> <p>August 2018</p>	<p>To further realise the potential of All Saints' for creative outreach and service to the local communities and to enhance opportunities for worship, teaching and fellowship and to provide attractive meeting spaces to support work with children and young people</p>		<p>PCC Ongoing</p>

<p>To continue to maintain accessible website informing searchers about the mission and activities of All Saints':</p> <p>To maintain 'Facebook/twitter' accounts for All Saints'</p> <p>To maintain Blackwell Hall website and Facebook/Twitter pages</p> <p>To maintain Woodland Adventure website and Facebook accounts</p> <p>To maintain All Saints' Pre-School website</p> <p>To maintain 9 Days Art website</p> <p>To continue to post Youtube video to promote All Saints' and its activities: i.e 'Leefe Robinson 'Remembrance' and 'One Place different Time'</p> <p>To review social media policies and guidelines</p>	<p>3.6 To inform website manager of activities and events</p>	<p>Administrator, Vicar, Churchwardens, Denise Mordell</p> <p>Administrator</p> <p>Premises Manager</p> <p>Forest School Manager</p> <p>Pre-School Committee,</p> <p>Deborah Harvey</p> <p>Polices and Procedures sub ctt</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Autumn 2018</p>	<p>Website current and relevant and interesting</p> <p>Encourage communication and sharing of ideas</p> <p>Marketing of Blackwell Hall</p> <p>Marketing of Forest School</p> <p>Marketing Pre-School</p> <p>Marketing All Saints' as arts venue</p> <p>Sharing information about events and activities</p> <p>Ensuring appropriate safeguarding</p>		<p>PCC Autumn</p> <p>PCC Spring</p>
<p>To support the All Saints' Pre-School</p>	<p>3.7 To maintain strong links between the church and the Pre-School by encouraging regular visits by children and staff and recruiting Pre-School committee members from congregation</p>	<p>Pre-School Manager, Pre-School Committee, PCC</p>	<p>Ongoing</p>	<p>Thriving Pre-School, integrated with the life of the church Project Manage</p>		<p>PCC Spring</p>
<p>Continue to promote men's and women's pub conversation groups</p>	<p>3.8 To build up friendships within the church and to offer and friendly place/ group to invite non-church members to</p>	<p>John Tigg, Denise Mordell</p>	<p>Ongoing</p>	<p>Opportunities for friendship and conversation</p>		<p>PCC Autumn</p>

Reform 'Disabilities Awareness Committee' as 'Equality and Inclusion Group'	3.9 Revised brief to ensure equality of welcome at All Saints' for all, regardless of gender, disability or sexual orientation	Jo Lever, Ann Nash, Edith Steele	Autumn 2018	Raised awareness of inclusion agenda		PCC Summer
Ensure safeguarding, GDPR, risk assessments and other policies and procedures are up to date and implemented	3.10 Establish a 'policy and procedures' sub committee of the PCC	PCC	Summer 2018	Appropriate actions taken to ensure safety and wellbeing of church members, campus users and visitors		PCC Autumn
Re-establish Blackwell Hall Committee	3.11 Form a new Blackwell Hall Committee to oversee and review the management, business development and promotion of the Blackwell Hall	Doug Garrett, PCC	Summer 2018	Improved accountability to PCC as trustees. Support for Premises Manager.		PCC Spring
MAP 4 For the good of the world						
Project	Tasks	Lead	When	Intended Outcomes	Anticipated Project Budget	Evaluation
To continue to manage the grounds as a nature reserve	4.1 Continue to manage grounds in favour of biodiversity 4.2 Write Conservation Management Plan for the church campus and woodland	Jane Skelly (Conservation Manager), BOVNR management team, Eco-Warriors Jane Skelly	Ongoing Spring 2019	To maintain and develop the grounds and premises of All Saints' so that they witness to good stewardship and provide an attractive community resource that involves local people in their care and management	£400.00	PCC Summer

<p>To show God's love, care and concern for people in need in our church and local community</p> <p>To engage with the young people of Harrow, especially those out and about and attending clubs and pubs in the town centre and Wealdstone</p>	<p>4.3 To continue to work in partnership with 'Firm Foundation' to offer Night Shelter accommodation for homeless men in Harrow</p> <p>4.4 To continue to support the Churches Together Food Bank</p> <p>4.5 To continue to engage with the 'Street Pastors' initiative, in partnership with Churches Together and to recruit new volunteers</p>	<p>Vicar, Iris Wheeler, Jennifer Stapleton</p> <p>Judy James</p> <p>Joel Wood</p>		<p>To reveal God's heart for the poor and marginalised through practical action</p> <p>Sharing God's love within the community of Harrow, especially amongst 'challenging' groups</p>		<p>PCC Summer</p>
<p>To encourage support for UK and overseas charities with a focus on social justice</p>	<p>4.6 To re-energise church engagement with charitable community focused projects</p>	<p>Charities Committee/ Mandy Whitfield</p>	<p>Summer 2019</p>	<p>Support for external charitable ventures within and beyond the local community</p>		<p>PCC Autumn</p>
<p>To explore opportunity to establish a 'memory cafe'</p>	<p>4.7 Liaise with St Cuthbert's, Wembley and St Michael and All Angels, Harrow Weald for experience and resourcing</p>	<p>Denise Mordell, Events Ctt, Administrator</p>	<p>Spring 2019</p>	<p>Support and care for isolated people and respite for carers</p>		<p>PCC Autumn</p>