



— DIOCESE OF —  
**LONDON**

**The London  
Diocesan Fund**

The support available to churches in the Diocese of London

## The London Diocesan Fund

exists to support and serve the churches in the Diocese of London.

We're here to help our clergy and church communities respond to the opportunities and challenges of 21st century mission in the nation's capital.

All LDF teams support churches in our diocesan vision 'for every Londoner to encounter the love of God in Christ'.

This booklet highlights some of the resources and support available to you. For more in-depth information, please visit our website or get in touch using the email addresses provided.

*[london.anglican.org](http://london.anglican.org)*

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# YOUR LOCAL EPISCOPAL AREA TEAMS

The Diocese of London is split into five Areas, each lead by a bishop and an archdeacon (or two archdeacons in the case of the Two Cities Area).

Your local Episcopal Area office will often be your main point of contact.

Contact details for each Area Office can be found on our website:  
[london.anglican.org/episcopal-areas](https://london.anglican.org/episcopal-areas)

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# CONFIDENT DISCIPLES

The Confident Disciples initiative has focused on helping churches explore how a shared Way of Life can strengthen and deepen discipleship within their community. Each year, the wider Diocese is invited to participate in an online Lent offering, encouraging everyone to experiment with practices that deepen and embody our faith together.

## Key resources:

- Way of Life resources, including the Communal Practice Toolkit
- One-to-one support, quiet days and seminars
- Five-week programmes for deepening discipleship and spiritual formation:
  - o Prayer Practices (released Lent 2023)
  - o Listening Groups (released Lent 2024)

## Contact:

Mirjam Ngoy-Verhage  
Diocesan Discipleship Enabler  
[mirjam.ngoy@london.anglican.org](mailto:mirjam.ngoy@london.anglican.org)

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# COMPASSIONATE COMMUNITIES

The Compassionate Communities Team supports the ambition in six areas:

- Caring for God's Creation
- Mental Health & Isolation
- Refugees, Asylum Seekers & Modern Slavery
- Money, Debt & Food Insecurity
- Housing & Homelessness
- Safer Communities for All Young People

In all six areas, the team equips parishes through training and awareness raising events, and strategically set up schemes that churches can participate in.

## Key resources:

- Training and awareness raising events
- Schemes that churches can participate in
- Consultancy and advice offered directly to parishes, and relationship brokering with trusted organisations that can provide support
- Blogs, vlogs, social media and monthly e-newsletters which celebrate churches engaged in social action, in order to encourage and inspire

## Contact:

*compassionate.communities*  
*@london.anglican.org*  
020 3837 5116

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# CREATIVE GROWTH

The Creative Growth team aims to help the Church:

- Grow in health, depth and impact
- Reach new people by starting a new thing

## Key resources:

- Consultation, coaching and courses delivered through learning communities, to encourage creative growth and multiplication
- A team to equip every tradition to grow, plant, pioneer and support estates mission, whether led by ordained or everyday leaders

## Contact:

[creativegrowth](https://creativecommons.org)  
[@ccx.org.uk](https://creativecommons.org)

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...another what I meant when I  
...the which you will see me, so  
...then after a little while you  
...will grieves, but your grief will  
...A woman giving birth to a  
...when her baby is born she for-

**17** Jesus Prays for Himself  
After Jesus said this, he looked  
towards heaven and prayed:  
"Father, the time has come. Glorify  
your Son, that your Son may  
bring glory over all people that he  
might give eternal life to all those  
you have given me."

world, so that they may have the  
measure of my joy which you, the  
Father, have given them, for I have  
not of the world, my hope that  
you will protect them from the  
one who deceives the world and  
leads souls away. For they are not  
of the world, just as I am not of the  
world."



# GROWING YOUNGER

The Children, Young People and Families team champions the Growing Younger priority and supports churches in many ways. Whether your church has little or lots going on, the team will be able to help.

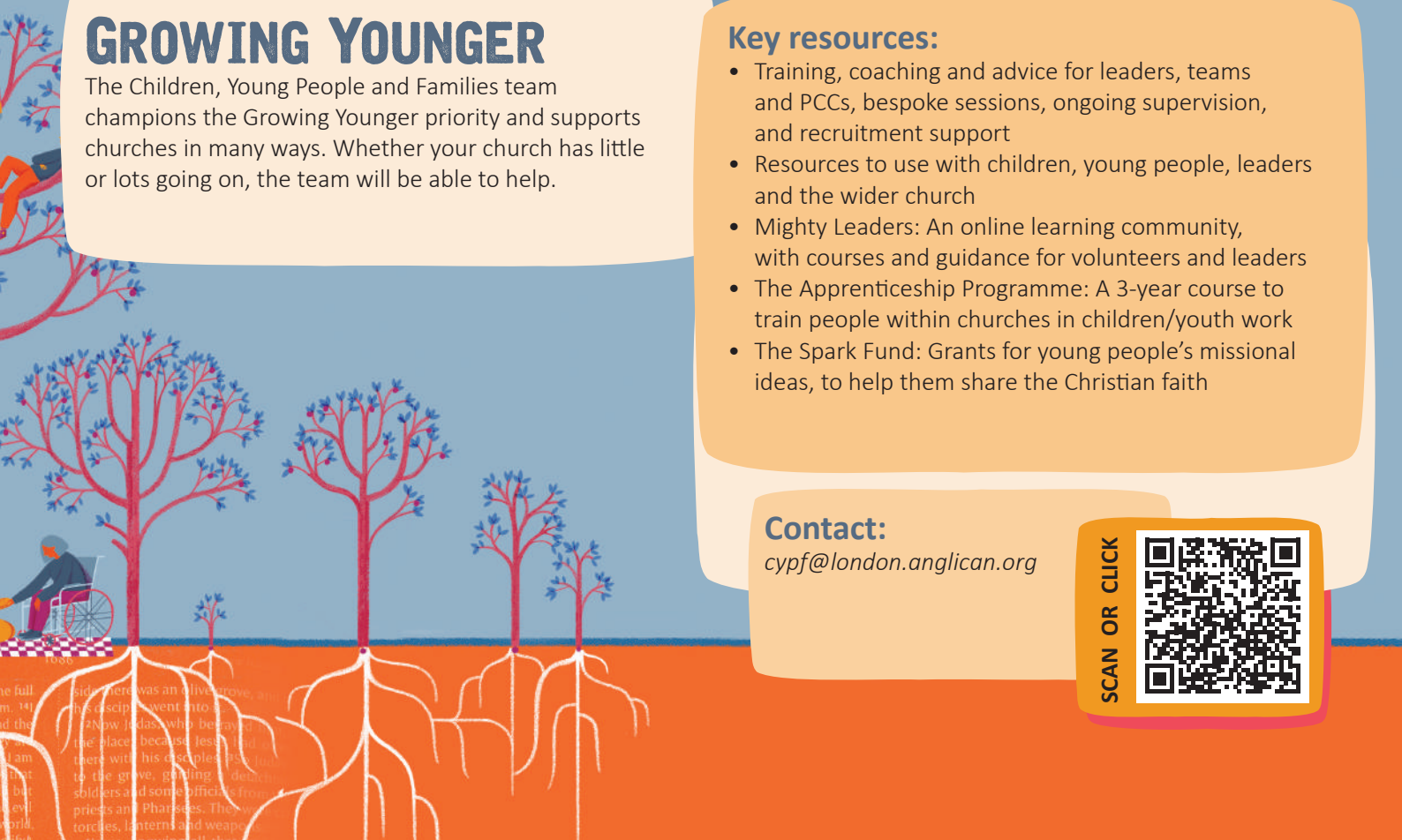
## Key resources:

- Training, coaching and advice for leaders, teams and PCCs, bespoke sessions, ongoing supervision, and recruitment support
- Resources to use with children, young people, leaders and the wider church
- Mighty Leaders: An online learning community, with courses and guidance for volunteers and leaders
- The Apprenticeship Programme: A 3-year course to train people within churches in children/youth work
- The Spark Fund: Grants for young people's missional ideas, to help them share the Christian faith

## Contact:

[cypf@london.anglican.org](mailto:cypf@london.anglican.org)

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# SAFEGUARDING

Our Safeguarding Team offers a professional service to ensure our priority for safer churches across the Diocese. They work proactively with parishes and respond to safeguarding questions, concerns and allegations in line with House of Bishops Practice Guidance.

With a Diocesan Safeguarding Advisor in each Episcopal Area, the team supports parishes with their safeguarding arrangements, ensuring that respondents, victims and survivors receive specialist support and pastoral care.

## Key resources:

- Duty helpline during office hours
- Specialist training and professional safeguarding advice for all parishes
- Support for parishes with safer recruitment and management of DBS applications (Disclosure and Barring Service)
- Regular safeguarding newsletters and relevant guidance/procedural updates
- Monthly online drop-in sessions for Parish Safeguarding Officers
- Work with statutory agencies, support services and the charity commission in collaboration with and on behalf of the parish as required

## Contact:

[safeguarding@london.anglican.org](mailto:safeguarding@london.anglican.org)  
020 7932 1224

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# RACIAL JUSTICE

The Racial Justice priority supports the Diocese of London's commitment to combatting the evil of racism within our structures, systems and people to build a better future for all.

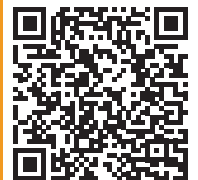
## Key resources:

- Unconscious bias training for parishes in vacancy
- A 10-point action plan for churches and parishioners
- A monthly racial justice prayer e-bulletin
- A Dean of Racial Justice in each Episcopal Area to provide knowledge, advice and support for Area teams and parishes
- Coaching support for racial trauma through our 'Healing Together' service
- Senior leadership training through the Bishop Wilfred Wood programme for clergy

## Contact:

*racial.justice*  
*@london.anglican.org*

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# DISABILITY MINISTRY

More than one in five people have a physical, sensory, or mental shape that means that they are labelled as 'disabled.' As the Church in London, we want to be a place where no one is disabled but all people are regarded as 'able' and can use their abilities to contribute to the shape and nature of the Church.

## Key resources:

- Training events and disability theology days
- An accessibility audit for churches, and the 'Strength Made Perfect' course
- Advice and guidance on all aspects of disability ministry
- A quarterly newsletter – 'Disability News'

## Contact:

John Beauchamp  
Diocesan Disability Ministry Enabler  
*john.beauchamp*  
*@london.anglican.org*

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# GOVERNANCE

The Governance Team facilitates meetings of the Diocesan Synod, Diocesan Bishop's Council and Area Councils (over 30 meetings a year). The Team also runs the elections to these bodies.

## Key resources:

- Providing governance advice to clergy and parish officers
- Support for parishes on data protection and the GDPR

## Contact:

*governance*  
*@london.anglican.org*

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# FINANCE & GIVING

The Area Giving and Finance Advisers support parishes with all aspects of financial management undertaken by churches, including encouraging generous giving to resource the mission and ministry of the parish.

## Key resources:

- Advice and support with parish accounts, fees, Gift Aid, loans and grants, and parish vacancy (sequestration)
- Advice for treasurers, new treasurer's checklist, church finance year planner
- 'Money Matters' newsletter
- Generous giving resources, and giving programme guides
- Parish Giving Scheme information and joining details
- Support and advice on contactless card readers and online giving
- Parish Standard Cost, Common Fund offers and Common Fund contributions information and guidance

## Contact:

Martin Hornbuckle for Stepney  
*[martin.hornbuckle@london.anglican.org](mailto:martin.hornbuckle@london.anglican.org)*  
020 3837 5018

Julie Churchyard for Edmonton  
*[Edmontonafa@london.anglican.org](mailto:Edmontonafa@london.anglican.org)*  
020 3837 5015

Dawn Baker for Kensington  
*[dawn.baker@london.anglican.org](mailto:dawn.baker@london.anglican.org)*  
020 3837 5029

Jagoda Keshani for Two Cities  
*[jagoda.keshani@london.anglican.org](mailto:jagoda.keshani@london.anglican.org)*  
020 3837 5111

Catherine Stephens for Willesden  
*[catherine.stephens@london.anglican.org](mailto:catherine.stephens@london.anglican.org)*  
020 3837 5050

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# HUMAN RESOURCES (HR)

Our HR professionals play a vital role in nurturing a culture of collaboration, integrity, and respect across our diverse community of employees, office holders, contractors and volunteers. This culture is central to the support that we provide to the parishes.

## Key resources:

- An HR helpline via email and telephone
- Scheduled drop-in sessions
- Templates and HR guidance available on our website
- HR Health Check visits to parishes.

## Contact:

*hrhelpdesk@  
london.anglican.org*

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# COMMUNICATIONS

The Communications Team provides parishes with news, resources, information, and opportunities through multiple channels, as well as support for working with the press.

## Key resources:

- The diocesan website and social media channels, sharing news and resources for parishes (including this booklet)
- Fortnightly diocesan e-newsletter 'Parish News'
- Press support for parishes and senior clergy, for both good news stories and crisis communications management
- Training for clergy and parishes

## Contact:

*communications@  
london.anglican.org*

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# CARING FOR GOD'S CREATION

We believe that care for the natural environment, which is God's creation, is a fundamental duty for all Christians. The Church of England have committed to net zero carbon by 2030.

## Key resources:

- Advice and support for churches on anything about the environment
- Dedicated buildings support to help parishes reach NZC (working with the housing and property teams)
- Support for churches progressing with the Eco Church scheme
- A Creation Care lead in each Episcopal Area

## Contact:

*netzero@  
london.anglican.org*

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# HOUSING & INVESTMENT

The Housing Team maintains clergy housing across the Diocese by ensuring homes are safe, secure, and in good condition, while also providing strategic investment and asset management advice across the LDF's investment portfolio.

## Key activities:

- Manage reactive repairs (approximately 3,000 a year), and planned maintenance including statutory compliance, and ingoing works projects
- Liaising with clergy on appointments and moves
- Generate income from letting operational housing to reduce pressure on Common Fund giving
- The development of a carbon net zero strategy for the Diocese's housing estate

## Contact:

*property.enquiries@  
london.anglican.org*

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# PARISH PROPERTY SUPPORT & FUNDRAISING

The Property Team is here to help with the upkeep and development of church buildings.

## Key resources:

- Supporting and advising parishes with the care and change of church buildings
- Manage applications for alteration, improvement and repair of places of worship via the Diocesan Advisory Committee (DAC) and other Faculty processes
- Support PCCs with key fundraising for major projects via your archdeacon
- Support PCCs with property management – advice on leases, licences and disposals for parishes, alongside direct oversight of LDF property
- Manage closed church leases and disposals
- Administration linked with the Mission & Pastoral Measure

## Contact:

For Property Team contact details click or scan the QR code

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# MISSION

The Deans and Directors of Mission work with the bishops to think about mission strategically across their Area and diocese as a whole. They help to develop the Area and Deanery plans, and support all clergy and parishes in developing their own Mission Action Plans.

## Key resources:

- Parish Mission Action Plan development and Vision Days
- Deanery Vision support
- Offer supportive 1-2-1 conversations with clergy wanting to test ideas for mission and ministry; serving as a 'critical friend'
- Help parishes access additional national resources for new missional work
- Support parishes in vacancy when change is needed
- Expert advice and support to enable successful church planting and grafting, working closely with CCX and potential resource churches
- Coordinate Area prayer initiatives to support mission

# MINISTRY

The Ministry Team work with the bishops to process and support all those who may have a vocation to ordained ministry, from first exploration, through discernment and training and on to ordination. They also support those called to lay ministry, and are passionate about helping everyone to explore what their vocation could be.

## Key resources for lay ministry:

- A full discernment process for Licensed Lay Ministers (LLM)
- Post-licensing development for LLMs, including a Ministerial Development Review every three years

## Key resources for ordained ministry:

- A full discernment process, starting with clergy conversations and a referral form through to the formal national process
- An ongoing programme of training
- An induction programme for all new incumbents during their first year in post
- Tools and support for a bi-annual Ministerial Development Review (MDR) with a trained consultant for all clergy
- Courses for clergy in their 50s, for those preparing to move parish, and for those preparing for retirement
- Wellbeing support, including counselling and advice services (the Employee and Clergy Assistance Programme)
- Mediation to help clergy navigate conflict

## Contact:

Details for the Area Directors of Ministry can be found on our website: [london.anglican.org/directorsofministry](https://london.anglican.org/directorsofministry)

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SOCIAL JUSTICE

FINANCE

PASSIONATE COMMUNITIES

GOVERNANCE

COMMUNICATIONS

DISABILITY MINISTRY MISSION

HOUSING & INVESTMENT

RACIAL JUSTICE

GROWING

MINISTRY



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