



— DIOCESE OF —
LONDON

**THE BISHOP
OF LONDON**
STATEMENT OF NEEDS 2026



Opening Prayer for the Vacancy in See

O God, who searches hearts
and knows the desires of your people,
light of the faithful and guardian of souls:
grant to the See of London
your grace in waiting,
your wisdom in listening,
and your discernment in calling.
In this time of vacancy,
give strength and resilience to the
London College of Bishops,
and gather your people in patient hope;
that through prayer, conversation, and accord,
your Spirit may shape the shepherd you will send,
and your Church may grow into the full stature
of your Son Jesus Christ our Lord,
who is alive and reigns with you,
in the unity of the Holy Spirit,
one God, now and for ever.

Amen

1. Executive Summary

London is an extraordinarily **large, diverse context for mission and ministry** which **stands at a moment of spiritual openness and opportunity**. Increasing numbers – especially among younger people – are expressing a deep longing for God, with renewed attentiveness to Scripture, a hunger for prayer and spirituality, and a desire for authentic community, purpose and mission. Many of our churches increasingly reflect the diversity of the global body of Christ, **ministering with a missional heart** to serve their communities spiritually and practically, and offer welcome and fellowship that embody Christian unity. There remains, however, an abundance of further opportunity.

Alongside this richness of opportunity, and diversity of church traditions, we face a real challenge: disunity can divert us from our gospel vision. Yet even this challenge carries hope. By God's grace, it offers an opportunity for God to renew our hearts, calling us back to the gospel that unites us and inviting us to rediscover a shared commitment to mission. And it is this fresh gospel vision that will help us address our **unity and difference**. This vision needs to be supported by more intentionally **resourcing mission and ministry** – strengthening worshipping communities through the allocation of people, finances, and diocesan support services. We also recognise that the Bishop of London's time is a precious resource and gift to the diocese, with the office carrying a wide span of responsibilities **from the Two Cities to the House of Lords**.

Within this context, our priorities are for a bishop who will: **lead in mission and ministry as a servant leader; equip Christ's flock by being a steadfast guardian of the faith and sacraments; and govern Christ's flock as a loving shepherd and overseer**. We pray eagerly for a bishop who in faith, hope and love will implement these priorities, for the good of the people of London and to the praise of God's glory!

(The ordinal) The archbishop prays

Through your Spirit, heavenly father, fill this your servant with the grace and power which you gave to your apostles, that as a true shepherd he/ she may feed and govern your flock, and lead them in proclaiming the gospel of your salvation in the world. Make him/her steadfast as a guardian of the faith and sacraments, wise as a teacher, and faithful in presiding at the worship of your people.

Through him/ her, with his/ her fellow servants in Christ, increase your Church and renew its ministry, uniting its members in a holy fellowship of truth and love. Give him/her humility, that he/she may use his/her authority to heal, not to hurt, to build up, not to destroy.

Defend him/ her from all evil, that he/ she may, as a faithful steward, be presented blameless with all your household and at the last, enter your eternal joy, through your Son Jesus Christ our Lord, to whom with you and your Holy Spirit, belong glory and honour, worship and praise, now and for ever.

Amen

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2. London's current context

2.1 A large, diverse context for mission and ministry

London is a densely populated world city, a point of entry and home for people from many nations. On our doorstep we have a wonderful God-given diversity of people with whom to share the life-changing love of Christ.

1. London's population

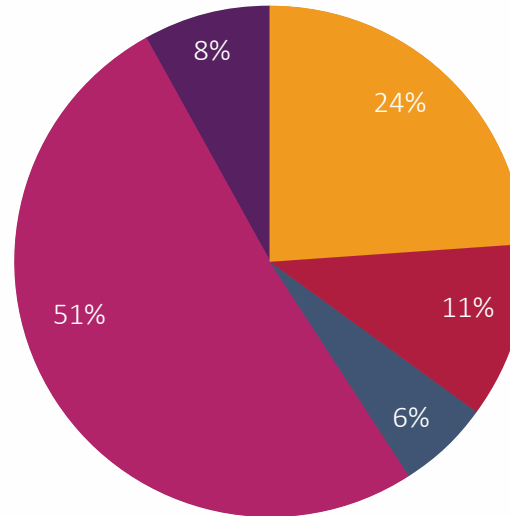
Serving 4.2 million residents, London is the most populous diocese in England. The Diocese comprises five Episcopal Areas, four of which have larger populations than many other dioceses. While the residential population of the Two Cities Area is lower than other parts of the Diocese, the major economic hubs of The City and Westminster within it mean its working population is significantly larger due to daily inflows from the wider London area; 1.5 million people worked in these two hubs alone in 2024. Furthermore, London welcomed around 30 million visitors in 2024.



2. London's ethnic diversity

London is the most ethnically diverse region in England, with 49% of the Diocese's population being of global majority heritage compared to 14% for England. This beautiful diversity is unevenly distributed across the Diocese, for example:

- Three of the six deaneries in Kensington Area comprise more than 70% ethnically white residents, whereas Brent in Willesden Area and Tower Hamlets in Stepney Area have less than 40%.
- Tower Hamlets (Stepney Area) and Harrow (Willesden Area) deaneries comprise the highest proportion of Asian, Asian British or Asian Welsh residents at 44% and 45% respectively, whereas Islington (Stepney Area), Hammersmith and Fulham (Kensington Area) and Haringey (Edmonton Area) have 10% or less.
- Hackney deanery (Stepney Area) has 21% Black, Black British, Black Welsh, Caribbean or African residents whereas Hampton and Spelthorne (both in Kensington Area) have 2%.



Ethnic Groups across the Diocese, percentage of population (2021)

- Asian, Asian British or Asian Welsh
- Black, Black British, Black Welsh, Caribbean or African
- Mixed or Multiple ethnic group
- White
- Other ethnic group

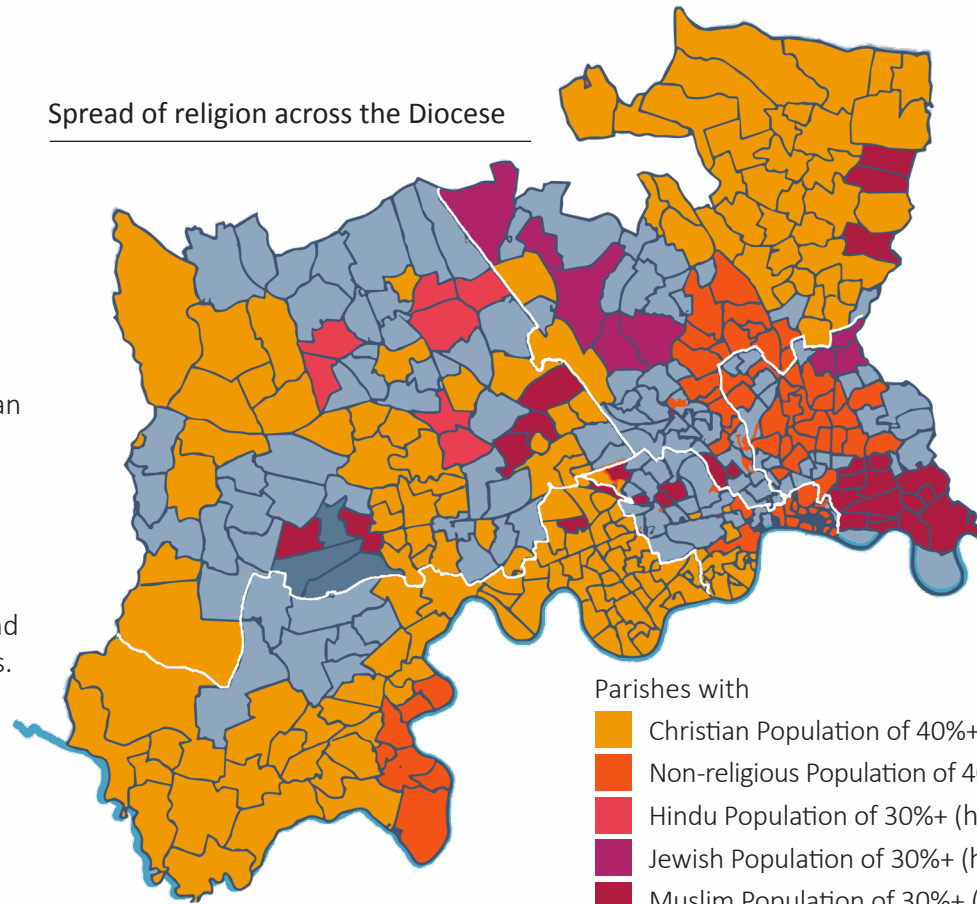
London continues to welcome different nationalities, with 46% of the Diocese's residents having been born outside of the UK. These people bring a richness in languages (over 250 languages are spoken; 22% of London's population report a first language other than English). The Diocese seeks to celebrate and reflect London's racial diversity in its "[More Racially Just](#)" priority.

3. London's religious diversity

London is the most religiously diverse diocese, with 32% of residents reporting religions other than Christianity, compared to 10.6% across England and Wales. Our Areas have different religious profiles, with religious populations clustering within specific geographic areas as shown in this map. The Kensington Area has the highest proportion of Christians; Willesden, Hindus and Sikhs; Stepney, Muslims; and Edmonton, Jews.

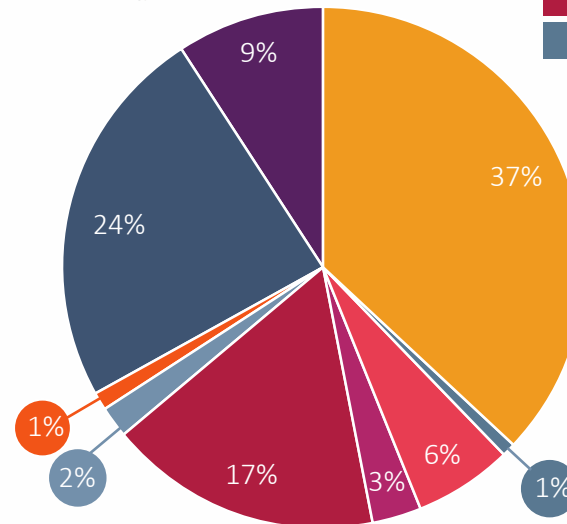
Almost one quarter (24%) of our Diocese claims to have no religion compared to the national average of 37.2%, indicating that London's people are more religious (by affiliation) than the rest of the country. The inner city and economically active deaneries of Westminster, The City, (both Two Cities Area) and Islington (Stepney Area) have disproportionately higher numbers of residents without a religion, each greater than 40% of their populations.

Spread of religion across the Diocese



Parishes with

- Christian Population of 40%+ (highest proportions 58%)
- Non-religious Population of 40%+ (highest proportions 51%)
- Hindu Population of 30%+ (highest proportions 50%)
- Jewish Population of 30%+ (highest proportions 43%)
- Muslim Population of 30%+ (highest proportions 59%)
- Sikh Population of 30%+ (highest proportions 44%)



Religion across the Diocese, percentage of population (2021)

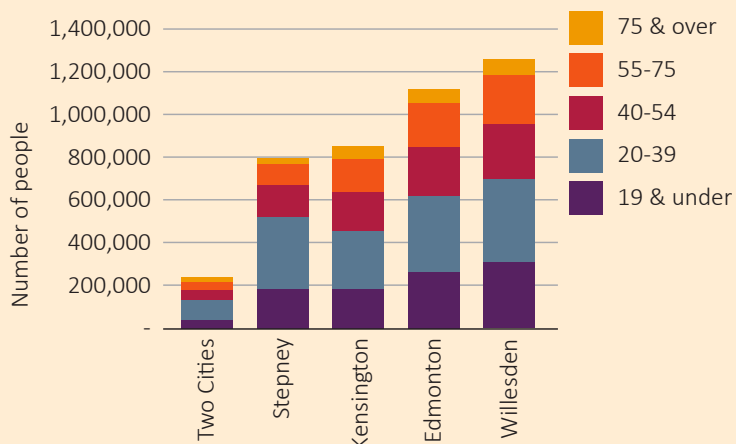
- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other religions
- No religion
- Not answered

4. London's age diversity

London is significantly younger than the rest of the UK, characterised by a much lower median age of 35 years compared to 40 years for England and Wales generally. Inner London has a higher concentration of young adults (23.5% of people are aged 25 to 34, compared to just 12.7% in the rest of England). In Outer London the largest grouping is 35-39 year olds, whereas in England and Wales it is 55-59 year olds.

The population in Hampton and Spelthorne deaneries (both Kensington Area) is the oldest, with 16% and 18% of over 65 year olds respectively, and only 34% of under 30s. In Westminster Marylebone (Two Cities Area) and Tower Hamlets (Stepney Area), by way of contrast, the population is the youngest, with 52% and 48% respectively of under 30s, and only 9% and 6% of over 65 year olds. The Diocese seeks to celebrate and reflect the young people in our city through its "[Growing Younger](#)" priority.

Age across the Diocese, by Area (2021)



5. London's wealth diversity

London is a city with extreme wealth inequality. London wide, net income inequality is significantly greater than in the rest of the UK and worsening: the gap between the greatest and lowest earners has been gradually widening in London over the past 20 years, while remaining relatively stable in England overall. Furthermore, over 44% of London's total net wealth is held by the top 10% of people, while one in six working Londoners are paid below the London Living Wage and 35% of children are classified as living in poverty. Unemployment rates have risen over the past few years, especially amongst the under 25s, as have levels of homelessness, with 13,000 people sleeping rough in 2024/25, which is a 10% increase on the year before and almost four times higher than 15 years ago. Again, the levels and expressions of wealth inequality differ across the Diocese. Tower Hamlets (Stepney Area) has the highest level of child poverty at 47% of children, whereas Richmond-upon-Thames (part of which is in Kensington Area) has the lowest level at 15% but has the highest level of pay inequality in London.

6. Other expressions of London's diversity

The rich diversity of London is expressed in countless ways, including the fact that London has a higher proportion of single-person households than the national average and the highest regional proportion of people in the UK identifying as LGB, at 5.2% in 2023, compared to 3.8% nationally. There are similarly more transgender people than the national average.

Within this wonderful city there is growing evidence of a hunger for God...



The Persian Anglican community gathered for a Bible study at Holy Trinity Hounslow. [See the Appendix to 2.5 for more information.](#)



Congregation at St John's Church Southall – vibrant, intentionally multi-ethnic and intercultural parish in West London that welcomes people from every nation, people and language to worship, serve and lead together. [See the Appendix to 2.5 for more information.](#)

2.2 London stands at a moment of spiritual openness and opportunity

God-given signs of new life: evangelism, discipleship and growth

Conscious of our calling to make disciples of all nations, we rejoice that the nations have come to London – and are expected to continue arriving – and that more of our churches increasingly reflect the global body of Christ, embodying gospel unity amid extraordinary diversity. Those arriving are disproportionately working age people, which provides us with opportunities for workplace mission and ministry.

Within our diocesan structure of [Areas, deaneries, parishes and church plants](#), our worshipping communities are as varied as London's communities, enabling mission and pastoral care that can be attentive to the distinctive character, cultures, and needs of the city's people. London also has a breadth of church traditions, which collectively can reach and [disciple existing church communities](#), those coming newly to faith, or returning to the faith, and are able to resource churches beyond London.

'But I tell you, look around you, and see how the fields are ripe for harvesting'

John 4:35b NRSV



As principal ministers of word and sacrament, stewards of the mysteries of God, they are to preside at the Lord's table and to lead the offering of prayer and praise. They are to feed God's pilgrim people, and so build up the Body of Christ.

(The ordinal)

“Gen Z half as likely as their parents to identify as atheists.” Those aged in their teens and early twenties are more likely to identify as ‘spiritual’ than older generations.

We also give thanks that, as one of the younger regions of the UK, we are seeing increasing numbers – especially among younger people – express a deep longing for God. We are witnessing a renewed attentiveness to Scripture, a hunger for prayer and spirituality, and a desire for authentic community, purpose, and mission. Through being embedded in the life of local communities, Church of England schools have numerous opportunities to serve children, families, and school staff across London by offering deeply Christian education for the common good, and a significant context for Christian witness, formation, and the nurturing of faith, character, and vocation.

“The marked growth in Bible sales between 2019 and 2024, as well as the fact that Religion was the fastest-growing area of Trade Non-Fiction in 2024, shows that we are at the centre of a significant cultural shift regarding matters of faith and religion. Atheism, once considered by modern society to be the view of most rational adults, no longer seems to carry the same weight or appeal. Young people (Gen Z, in particular) are statistically far less likely to identify as atheists than their parents.”

Sam Richardson, CEO of SPCK

The number of young people attending a faith exploration group at SAINT church, Hackney, rose from 24 to 67 between May and July 2025



Fulham Boys School – pupils asking questions in assembly. [Please see the Appendix to 2.2 for more information on schools in the diocese.](#)

LONDON RESIDENTIAL POPULATION



6.7% INCREASE BY 2032

AGAINST UK NATIONAL AVERAGE

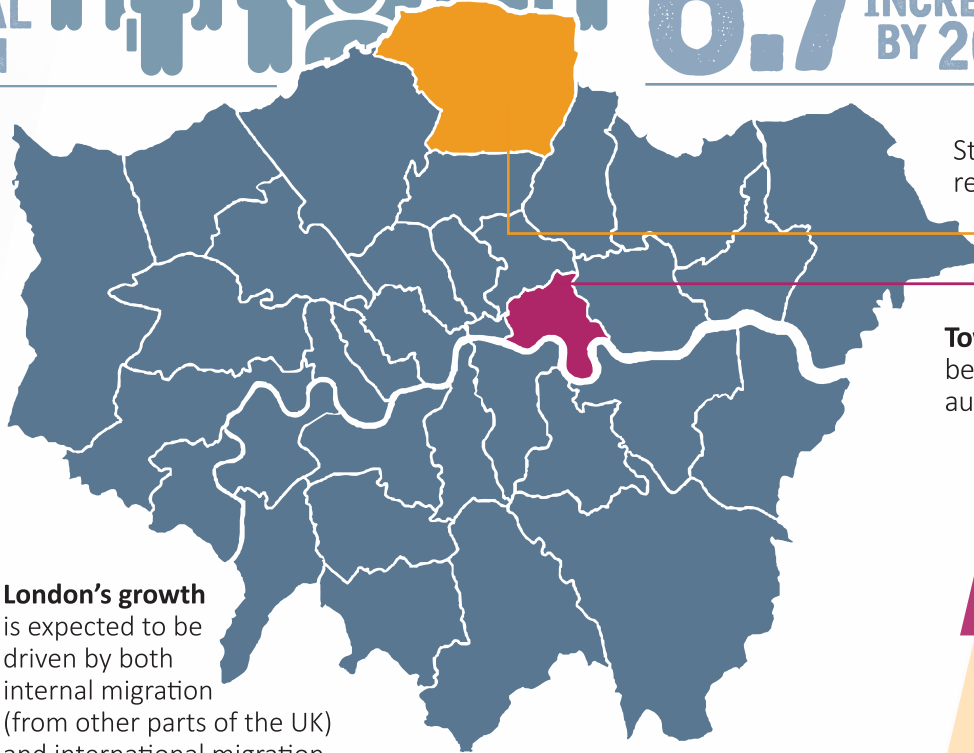
6.4%



2032 9.7 MILLION

2023 9.1 MILLION

London's growth is expected to be driven by both internal migration (from other parts of the UK) and international migration.



Stark variations are projected in residential population growth rates

1% ENFIELD
20% TOWER HAMLETS

Tower Hamlets forecast to be the fastest growing local authority in England

When Jesus visited his surrounding towns and villages, he commented that 'the harvest is plentiful, but the workers are few'. We believe God wants us to serve our city as we speak and live the good news of the gospel amongst our communities.



Many churches across London help people to encounter the good news about Jesus in their workplace communities. The gospel at work network has grown through this objective over the last decade.

LONDON EMPLOYMENT RATES

2024 6.4 MILLION

>

2050 7.3 MILLION

PROJECTED 869,000 ADDITIONAL JOBS

Half of projections reflect shift towards **business services** ie:

+373,000
Professional, Scientific, Technical & Real Estate

+164,000
Information & Communication

Creative Growth & More Racially Just: [Hope Street Church launched in September 2024](#)



Through our Diocese's 2030 Vision, parishes, worshipping communities and chaplaincies are encouraged to work towards three ambitions and three priorities. These align closely with the initiatives emerging from the grass roots of the Diocese. This work is further enabled by the wise stewardship of the London Diocesan Fund and its resources – people, buildings and finances. [We set out further details of the Vision on our website.](#)



Compassionate Communities: [Tower Hamlets school children volunteering at a local night shelter](#)



Compassionate Communities: [Bishop of Kensington visits Youth Community Home supporting Young Londoners and Refugees.](#)



Creative Growth: [St Mary's Isleworth – reaching the community](#)

FIDELIUM LONDON
Anglo-Catholic young adults

Confident Disciples & Growing Younger: [Fidelium is a lay-led Anglo-Catholic network for young adults, connecting those who are drawn to the Church's sacramental life and worship, theological seriousness and rooted community.](#)

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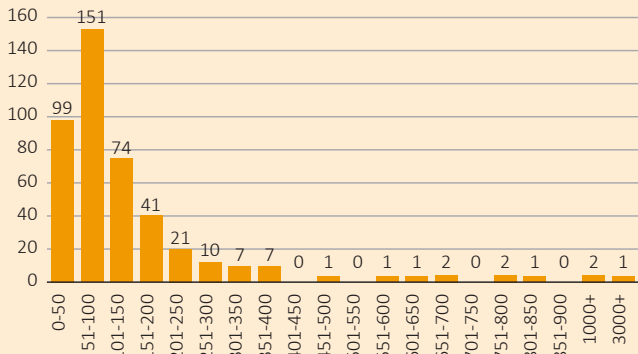
Compassionate Communities: [A vicar in Fulham speaks of working towards neurodiversity inclusion. More details of this can be seen here.](#)

2.3 Ministering with a missional heart

Our worshipping communities serve their local communities spiritually and practically, yet there is an abundance of further opportunity

In an exciting, dynamic, busy city, many are well connected, yet some feel lonely and marginalised. Many of our worshipping communities offer a welcome and real, inter-generational, inter-cultural community that spans socio-economic divides – welcoming people as the household of God.

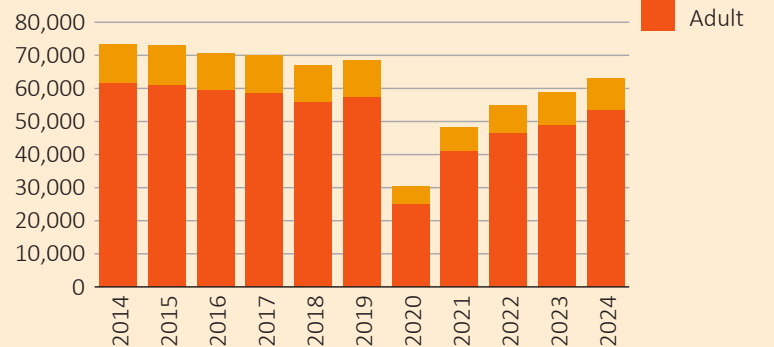
Distribution of average weekly attendance (all ages) across all parishes in 2024



On the ground:

Our 402 parish churches and 33 BMOs may be relatively small in such a large and populous city, but they give us a rooted local presence in every neighbourhood. Our churches are diverse and represent a breadth of traditions (see profile of largest churches by average weekly attendance in [Appendix 2.3.](#)) We have worshipping communities in the city, in suburbia, and even in a few rural areas (0.25% of the Diocese). Some are large, some small, some are wealthy, some are on estates. Overall attendance has been growing since the Covid-19 pandemic, so that the overall decline is now no steeper than pre-Covid levels. Average attendance per capita is 1.05% across the whole Diocese, with the Two Cities notably higher at 4.2%. This compares to a national average of roughly 1.2%. There are continuing aspirations to realise “Creative Growth”, part of our [2030 Vision](#) strategy via church planting, renewal within existing parishes, fresh expressions and the establishment of networks.

Average weekly attendance, October 2014-24



They are to have a special care for the poor, the outcast and those who are in need. They are to seek out those who are lost and lead them home with rejoicing.

(The ordinal)



Household of God:

Our churches provide communities of belonging where people of different ages, ethnicities, socio-economic backgrounds, and traditions share life together as the household of God. Our churches increasingly reflect the global Church, with culturally rooted and language-specific congregations integral to diocesan life. “[More Racially Just](#)” is a [2030 Vision](#) Priority, calling all actively to combat racism, so that London’s diversity is reflected across all aspects of church life and governance. We are also committed to “[Growing Younger](#)”, celebrating growing ministries among children, families and young adults in churches, schools and universities, while recognising more work is needed.

This priority accompanies the work already being undertaken across the ages in our Diocese, ranging from [memory cafes](#) to toddler groups. Over 60% of our churches are classed as “estates parishes”. They tend to be younger, more ethnically diverse but face higher socioeconomic pressures, shaping both opportunity and challenge in local mission and ministry.

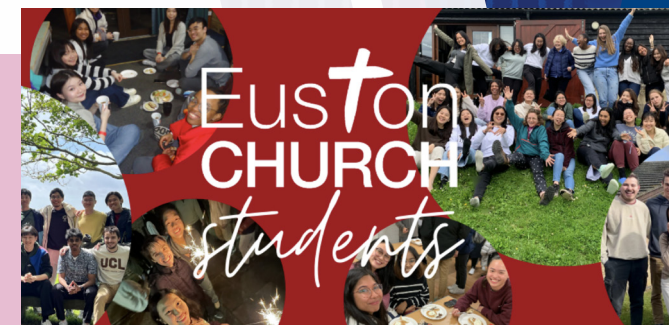
The Diocese has launched an [Estates Apprenticeship Scheme](#) (see [Appendix to 2.5](#)), a two-year, paid, bi-vocational programme combining practical ministry with cohort-based training and one-to-one mentoring.

At St Mary’s Hornsey Rise, Estates Apprentice Fil Cusumano worked with families connected to the food bank to pioneer a new family worship service, blending social action with faith formation. This collaborative ministry has led to baptisms, new friendships and a replicable model of community-rooted worship.

Other examples of fruitful estates ministries include Hope North London, a Christian charity working alongside children, young people and families in estates and low-income neighbourhoods.



[More details of this can be seen here.](#)



[Euston Church](#), a BMO planted in Bloomsbury in 2010, began with 40 people and a clear vision: to be labourers for Jesus in the harvest field of university students and young workers in central London. From the outset, the church has focused on reaching those at key life transitions, offering a place to explore faith, grow as disciples, and find belonging.

Fifteen years on, it has grown into a diverse and vibrant community with around 150 students and 350 workers and families. Many come from international backgrounds, bringing cultural richness and a global perspective to church life. As a transient city-centre church, over 100 church members leave London each year. Rather than a loss, Euston views this as its calling: to form and send disciples of Jesus to serve faithfully wherever God leads them.

Compassionate Communities:

As the household of God, we seek to be welcoming and safe communities through fellowship, pastoral care, and support for those exploring faith or those seeking help. Our churches put faith into action through food banks, shelters and advice centres; pastoral support for young people and families facing violence and exploitation. We also partner with schools, charities, and other faith communities to address loneliness, mental health, substance misuse, domestic abuse and digital exclusion.



[St Martin in the Fields](#) seeks abiding relationships with God, Creation and one another, convinced that God's heart is particularly close to those marginalised. The Being With course enables open, inclusive exploration of faith; the Nazareth Community, following a contemporary rule of life, deepens discipleship alongside Lent Courses and Autumn Lectures.

The International Group is a community where its inter-generational English and Cantonese congregations share hospitality with asylum-seekers and rough-sleepers and where guests often become hosts, while public services are held for people who died homeless and people affected by suicide. Lay-led groups foster theological awareness and activism about disability, justice, peace and integrity of Creation, resourcing the wider Church alongside choral recordings and the HeartEdge network.

CARING FOR CREATION



257 (54%)
CHURCHES IN ECO CHURCH
96 BRONZE | 34 SILVER | 6 GOLD

MENTAL HEALTH & ISOLATION



174 (36%)
CHURCHES RUNNING SUPPORT MINISTRIES

REFUGEES & ASYLUM



145 (30%)
CHURCHES INVOLVED IN MINISTRIES TO WELCOME REFUGEES & ASYLUM SEEKERS

MONEY, DEBT & FOOD INSECURITY



138 (28%)
CHURCHES OFFER PRACTICAL HELP
76 FOOD PROJECTS | 20 DEBT ADVICE | 20 PAY REAL LIVING WAGE

HOUSING & HOMELESSNESS



89 (18%)
CHURCHES INVOLVED IN NIGHT SHELTERS OR SIMILAR MINISTRIES

Chaplaincies and partnerships:

We also have clergy and lay people who are dedicated to embodying God's love via [chaplaincies](#), [the Mothers' Union](#) and partnerships in diverse community settings such as schools and universities, hospitals, prisons, airports and workplaces, providing a listening ear, spiritual guidance, emotional support, religious services and community activities.



St John's Notting Hill is home to the [Filipino Chaplaincy](#), which serves Filipinos from across London, regardless of Church background. The Chaplaincy hosts a weekly Eucharist in Tagalog and offers a varied programme of social activities, ranging from Zumba and Martial Arts classes to Tagalog lessons for third generation British Filipinos. As a compassionate, justice-driven community, the Chaplaincy also offers socio-pastoral advice on many issues facing Filipinos in the UK and, crucially, safety, dignity and solidarity to many Filipino domestic workers who have been subject to severe exploitation, abuse and conditions.

The 2030 Vision has served many worshipping communities in the Diocese very well. External funding has also helped as the [Appendix to 2.5](#) makes clear. There is much more that needs to be done. The [Appendix to 2.3](#) sets out the age profile of our worshipping communities and gives further detail on the Average Weekly Attendance of our churches compared to the population of London as a whole. A new bishop arriving in 2027 will have time to see and inhabit the working out of the 2030 Vision and to see what is already going on in worshipping communities across the Diocese. The new bishop will also have the opportunity to shape the vision in the light of the opportunities and challenges in London. Many have articulated a desire for a greater focus on evangelism, trusting as God transforms people from within, will naturally lead to renewed mission opportunities across the Diocese.

Through our different church traditions, we can respond to abundant opportunities, yet disunity can divert us from our gospel vision...



[Safer Churches](#) is not only a 2030 Vision priority; it is one of the ways the Bishop of London exercises responsibility for safeguarding in the Diocese. The Diocese of London has made substantial progress in strengthening safeguarding under the previous Bishop of London.

Over the past five years, safeguarding has become increasingly embedded across diocesan life. It is now widely treated as a core aspect of ministry and theological identity across the Diocese, resulting in a supportive and welcoming culture.

This culture has been supported by a "safeguarding first" approach from senior leadership, lessons learned from safeguarding failures and significantly increased investment in a professional Diocesan Safeguarding Team.

As a diocese, we recognise we are on a journey of improvement with further to go: resources remain stretched at every level, given the scale and pastoral complexity of the Diocese, and more must be done to improve survivor confidence. The Diocese awaits its Independent Safeguarding Report by INEQE and is committed to using the findings and recommendations to support the next stage of its safeguarding journey.

2.4 Unity and difference

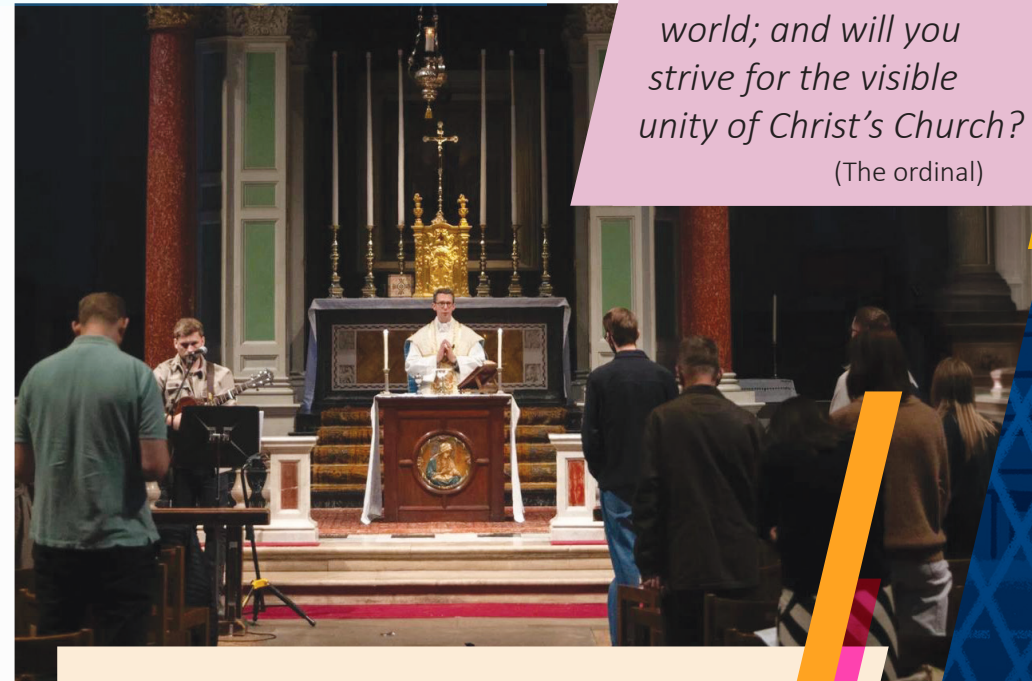
Amid the rich diversity of church traditions in our Diocese, we face a real challenge of disunity. By God's grace, this also offers an opportunity for God to renew our hearts for mission by reuniting us in the gospel

Our consultation revealed huge rejoicing in the diversity of church traditions in our Diocese. Yet London is more overtly divided in theology and practice than many other dioceses: there is evidence of clear disunity, with disagreement not only about what unity means, but also about the nature of our disagreements.

Encouragements in mission and ministry across difference

Over the last decade there has been good progress in the number of women being recommended and sponsored for ordination and being appointed to posts in the Diocese – including as incumbents. 64% of those who started training in 2025 were female. Each Episcopal Area has a Dean of Women's Ministry on its leadership team. At the same time [the London Plan](#) continues to provide a stable framework for fostering collaboration and enabling mutual flourishing across different theological convictions about the priestly and episcopal ministry of women.

Recent ministry partnerships across traditions have shown churches in London uniting around the gospel in mission – learning how to navigate differences, to learn creatively from one another and to harness shared resources.



Holy Redeemer, Clerkenwell, a traditionalist catholic parish, has drawn together a team with catholic and conservative and charismatic evangelical backgrounds to launch new evangelism initiatives. A monthly 'Nightlight' event, attracting local nightlife visitors into church, and a weekly 5pm Sung Mass with contemporary music have contributed to 60% Sunday congregational growth over the last year. This is supported by the [Hackney and Islington Mission Programme](#).

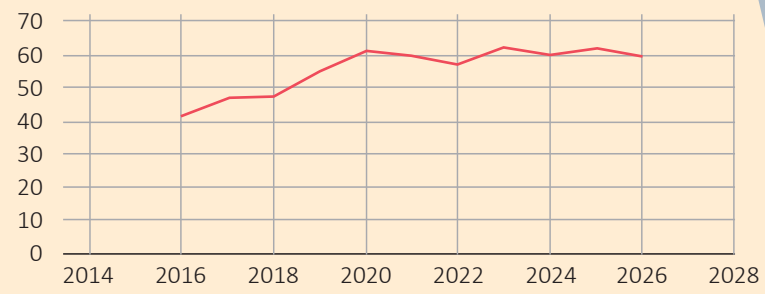
Will you promote peace and reconciliation in the Church and the world; and will you strive for the visible unity of Christ's Church?

(The ordinal)



A celebration of thirty years of women's ordained ministry was held at St Mellitus College in January 2024

Growth in the number of female Incumbents in the Diocese



In our Diocese there are [56 catholic parishes](#) and 24 evangelical parishes that have passed a resolution under the London Plan. This is roughly one in five parishes. The catholic parishes petition for extended episcopal oversight from the Bishop of Fulham, who is a member of the London College of Bishops. Not all of the evangelical parishes have petitioned for extended episcopal oversight; the 17 that have receive oversight from the Bishop of Ebbsfleet who is an Honorary Assistant Bishop in the diocese.

The examples in this section of work in resolution parishes and cross-tradition collaboration are part of the bigger story of our different tradition worshipping communities contributing to mission and ministry in the Diocese.



Catholic parishes

The photo shows a group of newly confirmed adults, young people and children from St Mary's, Kenton and St Lawrence, Little Stanmore with Bishop Jonathan at their confirmation at St Mary's. The Bishop of Fulham conducted 183 confirmations in 2024, accounting for one in five across the Diocese.

Evangelical parishes

In 2024 the total Average Weekly Attendance across the diocese was 62,500. Evangelical resolution parishes represented roughly 10% of that AWA figure. These parishes and BMOs are actively engaged in mission partnerships. St Matthew's in Ponders End was brought back into active mission and ministry at the invitation of the Archdeacon of Hampstead and Bishop of Fulham and in partnership with [London City Mission](#). [You can see more about this collaboration between three local evangelical resolution parishes and the diocese here.](#)



Challenges in mission and ministry across difference

The *Living in Love and Faith* (LLF) process over the last six years has brought to the surface underlying theological polarisation within our Diocese, giving rise to disunity and division. There is ongoing pain across theological convictions and lived experiences, which the London College of Bishops articulated in a recent pastoral letter (see box). The Archbishop of York also acknowledged, at the February sessions of the General Synod, that this division is a national challenge.

We do not have accurate data on the uptake of the *Prayers of Love and Faith*; feedback given to the Diocesan Synod, when consulted by the LLF Programme Board, suggested it was very low. Our Diocese is home to some of the key stakeholders in movements like *The Alliance* and *Together for the Church of England*. For further information on these movements and for sample quotations from our consultation of the Diocese [please see the Appendix to 2.4](#).

What was clear from our consultation is this disunity has sapped missional energy and focus. Our consultation revealed a widespread desire across the Diocese to refocus on mission and the gospel that unites us. The new Bishop of London will need to communicate this gospel vision clearly, calling us back to its urgency and to our common calling in the gospel.

Extract from the Pastoral Letter from the London College of Bishops, following the House of Bishops' 14 January 2026 Statement on LLF.

We are acutely aware that this statement will be received very differently across our diocesan family. For some it will bring relief or hope; for others anger, fear, grief, or deep disappointment. Many will experience a complex mixture of emotions. We want to say clearly at the outset: we see you, we hear you, and we remain committed to you, without exception, as your pastors in Christ.

We also recognise that the impact of this statement is not evenly felt. For some individuals and communities, particularly those who already experience vulnerability, marginalisation, or exhaustion within the life of the Church, the weight of this moment will be heavier. Others may feel their theological convictions, consciences, or ecclesial identities newly exposed or unsettled. Attending honestly to these differences in impact is part of our pastoral responsibility, and we do not wish to minimise them.

This fresh gospel vision needs resourcing...

2.5 Resourcing mission & ministry

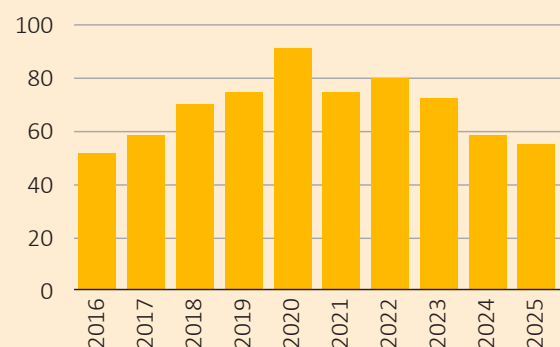
The Diocese is rich in resources, especially people and money. Though these are challenging times, there are opportunities better to resource worshipping communities for mission and ministry

People

Unusually in the Church of England, London has sustained a ministry model which is predominantly based on at least one priest per parish. While challenging to maintain, this is an enormous gift and opportunity for mission and ministry:

- London attracts gifted clergy to an extraordinary and exciting range of contexts and traditions. Ministry demands and expectations are high, however, bringing increased risks of clergy overwork and burnout.
- Lay engagement is strong in many places but more challenging in others and our often transient population can lead to a high turnover of lay office holders.
- There is a continuing need to nurture new vocations to both lay and ordained ministries; London has historically produced a larger number of ordinands as a blessing to serve in the Diocese and beyond.

People starting training for ordination each year over the past 10 years



LONDON HAS:

800 CLERGY

186 LLMS

550 OF THE CLERGY ARE STRIPENDIARY

WHICH INCLUDES

Several chaplains

Many in our consultation felt that significant experience in a parish would help the new bishop of London with some of the challenges we face, particularly if that experience was as an incumbent.

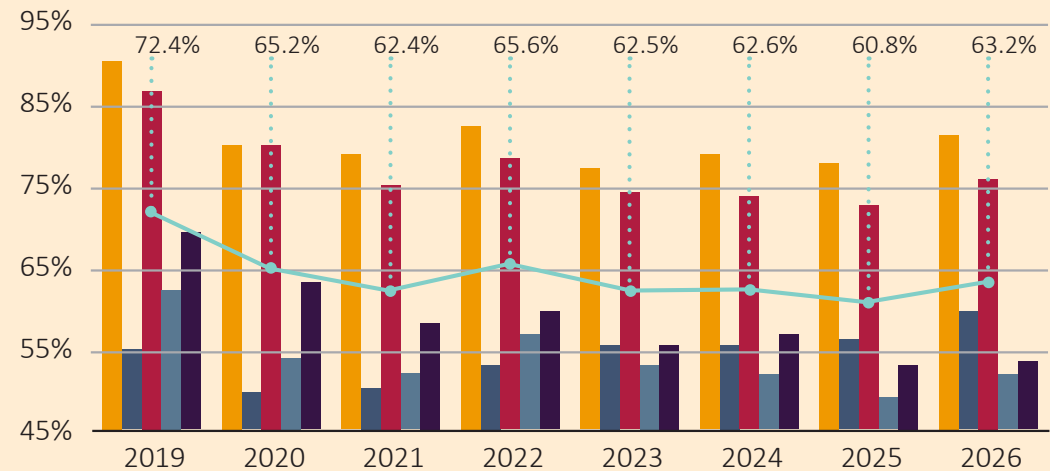
[Please see the Appendix to 2.5 for more information](#)

Finances

London is a diocese with access to many financial resources. However, we have struggled to meet the increased costs of sustaining ministry and support over the last five years:

- London has a high number of parishes relying on financial support to fund ministry through the provision of stipendiary ministers. The high numbers of clergy and curates in the Diocese have previously relied on parishes providing Locally Supported roles, but those have reduced marginally in the face of cost pressures, particularly related to housing.
- 2025 saw 16% increases in Common Fund contributions compared with the post Covid low of 2021, yet the gap between Common Fund and ministry and support costs that opened up during Covid has not closed. The embedded culture that common fund is a voluntary contribution and not a 'bill' has led both to a sense of collaboration and to the need for careful conversations each year with local churches about what they can offer. Many parishes do contribute their share of costs. Only a small proportion of these then give more to support others through Common Fund. Some parishes do support others outside the Common Fund route, including via the Ephesian Fund.

Common Fund by area



This graph shows the extent to which parishes, grouped by Area, cover their costs as defined by the [London Ministry Cost](#). 2019 is taken as a baseline. The turquoise line is the overall position for the Diocese – our aim is for the percentage to rise back towards the same level as 2019, by 2030. The low point has been 2025, where we have the largest deficit. 2026 sees a forecast improvement.



- Financial disparities between parishes arise from factors such as congregational size, socio-economic context and income generating assets. Although those who give regularly do so at high levels, a lower percentage of worshippers in London gives regularly when compared with the national figure.
- Many of our church buildings pose significant financial challenges where they are in a poor state of repair and a significant number of our vicarages are oversized and need to be replaced. We are working hard together to address both these issues, but progress is limited by financial constraints.
- [Please see the Appendix to 2.5 for further information.](#)

‘For where your treasure is, there your heart will be also.’

Luke 12:34 NRSV

Structures

There are key opportunities for the new bishop, who is also chair of the London Diocesan Fund, to work with the General Secretary and the London Diocesan Fund trustees better to direct the diocesan budget and support services to serve the missional heart of local churches by:

- resourcing parishes for effective mission, which will also include financial and other support to care for our church buildings and clergy housing.
- ensuring parish officers are supported not burdened in the administration and stewardship of their people, buildings and finances, so that the perception of distance between the support services and parishes diminishes.
- constantly reviewing and improving our support services, including in the crucial area of safeguarding.
- reviewing governance structures to ensure the most efficient and effective governance and use of resources.



Even with abundant resources the gift of a bishop's time is limited...

2.6 From the Two Cities to the House of Lords



Every year the Diocese's relationship with the [Anglican churches in Angola and Mozambique](#) is celebrated, usually with a service at St Paul's Cathedral. Pupils from John Keble primary school can be seen participating in the service.

The Bishop of London's role is complex and often carried out in the public square

- The bishop has many roles in the Diocese as well as nationally and internationally. These include:
 - being Area Bishop for [the Two Cities](#), with its four deaneries and varied socioeconomic contexts.
 - holding responsibility for safeguarding in the Diocese.
- The bishop leads, and has the support of the London College of Bishops, a senior staff team including archdeacons, an Area staff team and the staff at Diocesan House.
- The bishop delegates much of his or her responsibilities under the [Area Scheme](#) and the London Plan and plays a prominent role in ecumenical and interfaith relationships. These delegations have served the diocese well and have enabled the diocesan bishop to have the capacity needed for the role.
- As the seat of the Bishop's ministry, St Paul's Cathedral has a significant role in the life and work of the Diocese, as well as a national and international role.
- Beyond the Diocese, the bishop has a range of roles including General Synod, Dean of the Province of Canterbury, Dean of the Chapels Royal, ex officio membership of the House of Lords and of the Privy Council, and roles in the City of London.
- The people of London want a bishop who will be focused on London and be for London, but the office demands time given to other roles. Navigating this tension so that the former equips the latter is particularly relevant for the Two Cities Area role. There is more information on the Two Cities in the [Appendix to 2.6](#).

[The Assisted Dying debates](#) in the House of Lords, have shown how a bishop can advocate for the vulnerable, giving voice to those in the Diocese who wished to see this legislation opposed.

*Will you be gentle and merciful
for Christ's sake to those who
are in need, and speak for
those who have no other to
speak for them?*

(The ordinal)



St Peter's Eaton Square, St Margaret's deanery, has a reputation for musical excellence. Many of the children in the children's choir come from St Peter Eaton Square Church of England School, part of the LDBS family.

St Luke's West Kilburn THE CHURCH OF ENGLAND

CAFE CHURCH

Last Sunday of every month
10.30 am

Like regular church, but more informal, more conversational and more interactive. Suitable for all ages. Tea, coffee, squash and biscuits served throughout!

You would be very welcome

St Luke's West Kilburn, Paddington deanery, is a friendly, local parish church with a rich mix of races and cultures reflecting its local area. It has started a café church as a way of reaching those who might like a more informal approach to church.



St Andrew by the Wardrobe, City deanery, shares its building with the Egyptian Coptic Orthodox Archdiocese of London, a partnership that enriches the spiritual life of this special place. This ecumenical collaboration reflects mutual respect and shared commitment to serving the diverse communities of the City, including outreach through the [Coptic City Mission](#), which actively supports the local homeless population.



The carol services at **All Souls Langham Place**, Marylebone deanery, are wonderful outreach opportunities. 'Tamar' is one of the compassion ministries offered by All Souls serve the city in the City of Westminster

Tamar

To those in the sex industry who may have been affected by sexual exploitation, human trafficking or modern slavery, Tamar restores hope and provides unconditional support.



St Michael Cornhill, City deanery, is characterised by its strapline of 'Musical excellence- Book of Common Prayer- Bible Exposition'. In addition, the building is used for civic and Livery Company services, including the City New Year Service.

These photos illustrate some of the ministry opportunities in the four deaneries of the Two Cities. Please see the Appendix to 2.6 for more stories

3. London's Top Priorities

You are to govern Christ's people in truth, lead them out to proclaim the good news of the kingdom, and prepare them to stand before him when at last he comes in glory. (The ordinal)

3.1 Lead in mission and ministry as a servant leader

With a clear vision to:

- Proclaim the glorious gospel of Christ: take every opportunity provided to evangelise, and through example and teaching to nurture a culture of evangelism across the Diocese – including among young people – so that all who encounter the love of God in Christ are transformed into disciple-making disciples who persevere in the faith.
- Lead the clergy and people of the Diocese in prayerful dependence on the Lord as the foundation of all our mission and ministry.
- Inspire and equip the Diocese so that every part plays its role in growing the church, in depth of Christian formation as well as in numbers, through local mission and ministry, thereby facilitating the way from vision to action.

3.2 Equip Christ's flock by being a steadfast guardian of the faith and sacraments

- Preach and teach the word and faith boldly, unapologetically and with real joy, as the context in which our unity is re-discovered. In particular:
 - in the public square, in written communications and with the media.
 - as principal minister of word and sacrament amongst Christ's flock.
- Be faithful and intentional in the recruitment, training, selection, and deployment of godly and faithful men and women to serve in lay and ordained ministry roles across the Diocese and beyond.
- Nurture trust and unity in diversity; listen well, take time to understand, have the wisdom to know when different views can be held together with grace and integrity and when to lead in taking decisions.




‘The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.’

Ephesians 4:11-13, NRSVA

3.3 Govern Christ's flock as a loving shepherd

- Enable the diocesan support services to resource local mission and ministry better. As chair of the London Diocesan Fund and bishop of the Diocese, work with the General Secretary and trustees of the London Diocesan Fund to implement key administrative and structural reforms so that:
 - parishes are better resourced for effective mission, which will include financial and other support to care for church buildings and clergy housing.
 - clergy and parish officers are supported not burdened in the administration and stewardship of their people, buildings and finances, so that the perception of distance between the support services and parishes diminishes.
 - support services are constantly reviewed and improved, including in the crucial area of safeguarding.
- Shepherd the people of the Diocese in safeguarding, by providing the theological foundations for a safer culture, and by offering strong, clear, and compassionate leadership in responding to safeguarding concerns and caring for victims and survivors of abuse.
- Support the breadth of Anglican tradition in the Diocese into flourishing mission and ministry. This will include:
 - advancing women in their ordained roles as deacons, priests and bishops and enabling their flourishing, and
 - operating the London Plan in a way that gives full effect to the House of Bishops' Declaration on the Ministry of Priests and Bishops and its Five Guiding Principles. This will involve honouring the theological convictions of those who are unable to receive the priestly and episcopal ministry of women, so that all traditions can flourish and all diaconal, priestly and episcopal vocations can be advanced and celebrated.



*Will you accept the discipline
of this Church, exercising
authority with justice,
courtesy and love, and
always holding before you
the example of Christ?*

(The ordinal)

4. London's New Bishop

God has given particular ministries. Bishops are ordained to be shepherds of Christ's flock and guardians of the faith of the apostles, proclaiming the gospel of God's kingdom and leading his people in mission. (The ordinal)

4.1 Hopeful – a visionary servant leader in mission and ministry, proclaiming the gospel of salvation in the world

Will you lead your people in proclaiming the glorious gospel of Christ, so that the good news of salvation may be heard in every place? (The ordinal)

The new bishop will be someone who:

- **is able to draw on a deep knowledge of God and prayerful dependence on Him to lead the Diocese**, with a clear vision of God and His mission, into a new season of fruitfulness and growth.
- **has a track record of leading in evangelistic mission, enabling and embracing growth:**
 - with significant parish experience, leading a parish in mission and into growth, preferably as an incumbent.
 - able to cast fresh vision for evangelistic mission and discipleship, with a real, prayerful depth of understanding.
- **delights in the already-present passion of churches for nurturing new and returning Christians**, and their creativity in renewing and resourcing parish churches, in planting new churches, including fresh expressions of church, and seeing growth in impact, faith and number.
- **is able to release godly and faithful people into mission and ministry**, encouraging them to move from vision to action as an enabler and effective delegator.

And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age."
Matthew 28:18-20 NRSVA

They are to have a special care for the poor, the outcast and those who are in need. They are to seek out those who are lost and lead them home with rejoicing, declaring the absolution and forgiveness of sins to those who turn to Christ. (The ordinal)

4.2 Faithful – steadfast as a guardian of the faith and sacraments

Will you teach the doctrine of Christ as the Church of England has received it, will you refute error, and will you hand on entire the faith that is entrusted to you? (The ordinal)

The new bishop will be someone who:

- **is committed to and attends to their own growth in faith** – humble, prayerful, kind and compassionate, a person of integrity of *godly life and sound learning*, an undefended disciple; who knows he or she is not the Saviour, and is therefore able to rest at Jesus's feet.
- **has a track record of preserving the Good News of Jesus Christ** in a Diocese, enabling the clergy and laity to do the same in their own context:
 - able and willing, as *guardian*, to articulate and fully comprehend the different theological positions prevalent in the Church of England today, and not to caricature them, with a track record to evidence this.
 - able to navigate with wisdom the challenges of difference and division in our Diocese, to foster unity.
 - *'who will promote peace and reconciliation in the Church and the world; and strive for the visible unity of Christ's Church'*.
 - with a strong track record of nurturing godly and faithful people as both lay and ordained leaders, and encouraging vocations to lay and ordained ministry.
- **is a credible and effective communicator in his or her teaching and preaching:**
 - *'a minister of word and sacrament, who professes the faith uniquely revealed in the Holy Scriptures and is able to proclaim [that faith] afresh in each generation'*.
 - able to proclaim the gospel of Jesus Christ boldly with unashamed confidence, grace, gentleness, and resilience, even in the context of disagreement.
 - a missional evangelist in the public square, able to speak effectively and prophetically, including to people of other faiths and no faith.

*Will you be diligent in prayer,
in reading Holy Scripture,
and in all studies that will
deepen your faith and fit you
to bear witness to the truth
of the gospel?*

(The ordinal)

4.3 Loving – an overseer, who is a true shepherd to feed, govern and care for Christ’s flock

Bishops are called to serve and care for the flock of Christ. Mindful of the Good Shepherd, who laid down his life for his sheep, they are to love and pray for those committed to their charge, knowing their people and being known by them. (The ordinal)

The new bishop will be someone who:

- **is a shepherd to the pastors and over God’s household to oversee it and envision it;** perceived as ‘on our side’ by clergy and parishioners.
- **has a strong, pastoral and effective track record on safeguarding.**
- **has a track record of relating well to the people of God, in their diversity:**
 - a grass-roots shepherd, able to form relationships with emotional intelligence and good listening skills.
 - someone who will love the people of the churches of London, allowing the local to inform national responsibilities, while remaining rooted.
 - someone who is able to work well with churches of all sizes.
 - someone who is accountable and engaged, available and present, actively exercising episcopal care – especially in the Two Cities Area – and sharing it under the Area Scheme and London Plans for the better care of the flock.
 - someone who evidences a strong track record of advancing ordained women’s ministry and enabling its flourishing, irrespective of whether they personally will or will not ordain women to the priesthood.
 - someone with a strong track record in mutual flourishing, working well across traditions, with gospel generosity, which will include evidence that they will be able to operate the London Plan to give full effect to the House of Bishops’ Declaration on the Ministry of Priests and Bishops and its Five Guiding Principles, so that all vocations can be advanced and celebrated.
 - someone who will be able to relate well both to the wider Anglican communion and ecumenical partners across London.
- **has a track record in thinking strategically and missionally** about parishes and networks in a Diocese, as well as the resource challenges, to direct change to serve local mission and ministry better.
 - able to see the big picture, while ensuring attention to the detail and process, so that the vision to serve local mission and ministry better is faithfully carried out.

5. Appendices

Appendix to 2.1 – A large, diverse context for mission & ministry

The Two Cities Episcopal Area

[The Two Cities Episcopal Area](#) is uniquely positioned at the economic, civic, and cultural centre of the capital, covering both the [City of London](#) and the [City of Westminster](#).

With a population of just over 200,000 people and approaching 1.4 million people working in the Two Cities, these church communities face particular challenges and opportunities:

- The Two Cities churches are socially, economically, and ethnically diverse, needing clergy and lay ministers with broad cultural understanding and missionary imagination that help respond to complex community realities. Many of the churches serve "estates parishes".
- The population of the Two Cities is swelled each day by large numbers of workers, shoppers and tourists. The Two Cities churches have a much higher average weekly attendance per capita (4.2%) than the diocesan average (1.05%), reflecting the mobile congregations who travel into several of the Diocese's largest churches. See the data in the [Appendix to 2.3](#).

- The Two Cities churches minister among some of the largest numbers of rough sleepers in the UK, requiring intentional pastoral care, partnership with social justice organisations, and imaginative Christian presence.
- At the same time, these areas are home to individuals and institutions with significant influence in business, media, government, cultural life, and national policy. This combination presents extraordinary opportunities for the gospel to shape public life and social priorities in ways that extend far beyond parish boundaries.

The Diocese has a vision for every person – whether living, working, studying, or visiting London – to have the opportunity **to encounter the love of God in Jesus Christ**. The Two Cities Area stands at the frontline of that vision, with an international reach that goes well beyond our shores. See also the [Appendix to 2.6](#)



Christmas Day lunch at [St James the Less](#), an estate parish in Pimlico, where the church family welcomes asylum seekers, those with significant mental health issues, and those who are vulnerably housed and others to all come together to celebrate Christmas. All cooked by the vicar and a band of willing volunteers.

Other Episcopal Areas of the Diocese

The Diocese of London is organised into four further Episcopal Areas: Edmonton, Kensington, Stepney, and Willesden. Each reflects distinct aspects of London's complexity while sharing a commitment to ensuring that every Londoner can encounter the love of God in Christ.



[Edmonton](#) serves around 1.1 million people across the whole boroughs of Camden, Enfield, and Haringey and part of the borough of Barnet, which is split between the dioceses of London and St Albans. It is shaped by long histories of migration and settlement and is home to deeply rooted and newly emerging communities. Significant Christian communities from Asia, West Africa, and the Caribbean worship alongside Jewish, Muslim, Hindu, and other faith communities. Ministry in Edmonton is marked by linguistic, cultural, and religious plurality, calling for leadership that nurtures unity, builds trust across difference, and supports churches in culturally responsive mission.



[St Ann's Church](#) in Tottenham, North London, has recently planted a worshipping community on the neighbouring Tiverton estate. This marks the latest and much prayed-for chapter in the church's twenty-year history of connection and ministry on The Tiverton.



[Kensington](#) serves approaching one million people and spans boroughs of striking contrast, from dense inner-city neighbourhoods to affluent residential areas, and includes Spelthorne beyond Greater London. Its churches reflect extraordinary cultural diversity, with congregations worshipping in languages such as Gujarati, Hindi, Brazilian Portuguese, French, Italian, Farsi, Tagalog, Russian, and Ukrainian. This Area requires leadership attentive to inequality, mobility, and global connection, and capable of encouraging churches.



St Peter's, Staines, is in the western most deanery of the Diocese, Spelthorne, which is outside Greater London, in Surrey. Pictured is a bilingual baptism service for 12 Persian believers from a Muslim background. Ministry to Persians has become more recently an important part of local mission.



Stepney serves around 0.8 million people across Hackney, Islington, and Tower Hamlets, and is notably young, with almost half of its population under 30. Creative, fast-changing, and diverse, Stepney brings together communities facing deprivation alongside areas of growth and regeneration. Churches here are called to engage younger generations with authenticity, respond pastorally to housing and economic pressures, and articulate Christian hope in a dynamic urban context.



Residential community in Tower Hamlets, Stepney Area



The Hope Café opened its doors in 2021, at St Gabriel's in Cricklewood, Willesden Area. In the shadow of lockdown, the team recognised that there was a need for mid-week community, but what exactly that should look like was unclear. Trusting in God, they built their ministry around two key principles: hospitality and debt advice.



Willesden serves around 1.3 million people across Brent, Ealing, Harrow, and Hillingdon, and is one of the most culturally and religiously diverse parts of the Diocese. Rapid population growth, particularly around major housing developments, presents both challenge and opportunity. Willesden is committed to being inter-cultural, inter-generational, and missional, seeking to build church communities that reflect the diversity of the city and serve it with imagination and compassion.

Appendix to 2.2

– London stands at a moment of spiritual openness and opportunity

London Diocesan Board for Schools (LDBS)

LDBS Church schools are as diverse as the children, families and communities they serve, and their expressions of Christian character are as varied as the churches with which they are connected. We share these eight stories to give something of a flavour of the variety. Stories (in alphabetical order):

All Souls Primary School (Two Cities Area)

is an Ofsted Outstanding primary school with excellent pupil outcomes. The school includes The Village (an Autism Resource Provision (ARP)) and is a good example of an urban school on a constrained site with a play deck on the school roof. The parish church is very engaged with school activities.

Bishop Ramsey school (Willesden Area)

is a secondary school that works hard to support the discipleship of Christian pupils, for example regular weekends away are organised by the chaplain. The school has a wide range of mature and mutually beneficial relationships with local churches.

Fulham Boys School

(Kensington Area) is a secondary school with a very clear programme that encourages students to think and consider the claims of the Christian faith.

Kentish Town School

(Edmonton Area) is an Ofsted Outstanding primary with two ARPs (additional resource provisions) and a truly inclusive church school where all children, including those with SEND as well as high achievers, make excellent progress. At their last SIAMS inspection the report concluded that “Collective worship is the beating heart of the school, affirming all who attend...Worship is an expression of the vision, it is engaging, heartfelt and often truly moving.”

John Keble primary school

(Willesden Area) serves a diverse community in Harlesden, with high levels of deprivation and children from many different faith backgrounds. Through the Christian character of the school, lived out in various ways, many children, who do not have a Christian background, have come to faith in Jesus. Bishop Lusa has carried out several baptism services at the school.



Pupils at Bishop Ramsey school



John Keble primary school



A Twyford Trust school



Holy Trinity and St Silas Primary School (Edmonton Area) – the annual year 5 residential pilgrimage in Walsingham is a highlight of the school's focus on spiritual development.

St Clement and St James primary school

(Kensington Area) is an example of a small LDBS primary school with very close links between school, parish and vicar. The vicar is a regular visitor to the school along with his dog. One of four primary schools in the shadow of Grenfell tower, the school has suffered a significant falling pupil roll and is therefore very vulnerable despite providing an excellent education.

Stepney All Saints Secondary School

(Stepney Area) is an Ofsted Outstanding secondary school with excellent pupil outcomes. It is one of a number of Church schools that demonstrate what it means to be a distinctive Church school serving a majority of Muslim pupils. Deprivation levels are high. This is one of two LDBS schools where part of the school is made of RAAC (a problematic type of concrete) and the school is awaiting rebuilding by the government. Praise God that pupils are making excellent progress.



A Twyford Trust school

The Twyford Trust (Willesden Area) is a Multi-Academy Trust of four Church of England secondary schools across the London Borough of Ealing. The Trust's 10:10 ethic is based on the theological narrative of creation, fall, redemption and renewal, and rooted in John 10:10. The 10:10 ethic is embedded in all aspects of school life and drives decision making. Alongside a rich programme of music and sport, pupils make exceptional academic progress – disadvantaged pupils attending a Twyford school attain higher standards than they would at any other MAT in the country.

Population growth

examples of planned major developments

LARGE MIXED USE/HOUSING-LED REGENERATION:

BRENT CROSS TOWN CENTRE

 **HOMES**
+6,700 |  **m² WORKSPACE**
FOR +25,000

FIRST RESIDENTS MOVING IN **MID-2020s**
WITH EXPANSION THROUGH THE **2030s**

OPPORTUNITY & GROWTH AREAS:

OLD OAK COMMON & LEE VALLEY

 **m²** Areas earmarked for
intensification with **residential**
and **commercial floorspace** in **2040+**

INNER LONDON MIXED & OFFICE-FOCUSED PROJECTS:

WOOD WHARF, CANARY WHARF

mixed office and
residential district already
under construction,
delivering

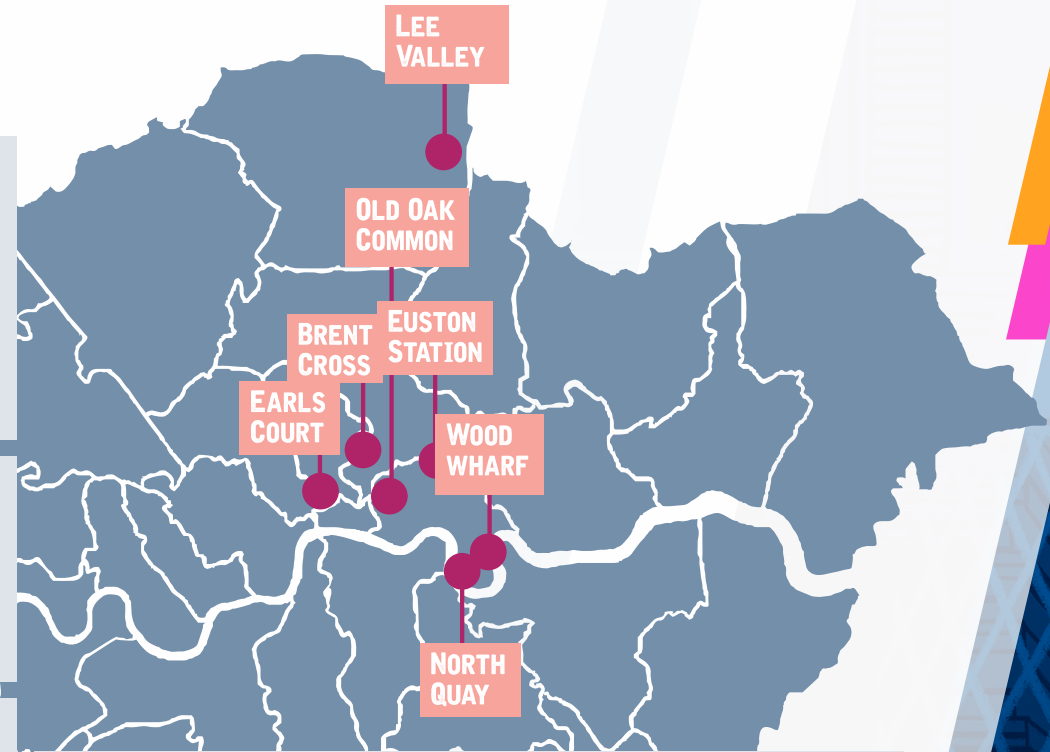
MILLIONS OF SQ.FT NEW
WORKSPACES
THOUSANDS OF NEW
HOMES

NORTH QUAY, CANARY WHARF



substantial **mixed-**
use high-rise
scheme planned
to add

WORKSPACES
PLUS NEW
RESIDENTIAL



REGENERATION:

EUSTON STATION

potential to add **millions of square feet** of: with major

OFFICES/R&D/LAB
& NEW HOMES

TRAIN
INFRASTRUCTURE
OOO OOO

ICONIC LARGE SITES:

EARLS COURT REDEVELOPMENT

PLANS FOR
+4,000
HOMES

PLUS PLANS FOR
2.5M OFFICE
/CULTURAL SPACES



Appendix to 2.3 – Ministering with a missional heart

Diocese of London Area Scheme

The size of the Diocese of London means that it operates under an Area Scheme, by which the diocesan bishop delegates some of his or her authority to Area Bishops. Made under Sections 11 & 17 of the Dioceses Measure 1978, and thereby making permanent provision for the delegation of functions (as distinct from a Section 10 scheme, where delegation is temporary).

Provisions

1. Each of the 5 Episcopal Areas is defined by being coterminous with an Archdeaconry –
 - **Two Cities** = Archdeaconries of Charing Cross & London (originally joined)
 - **Edmonton** = Archdeaconry of Hampstead
 - **Kensington** = Archdeaconry of Middlesex
 - **Stepney** = Archdeaconry of Hackney
 - **Willesden** = Archdeaconry of Northolt
2. Area bishops discharge virtually all functions of the diocesan within their areas. The diocesan bishop has power to revoke, amend or add to delegated functions subject to the consent of Diocesan Synod. In practice, this means that area bishops do everything from exercising patronage on behalf of the diocesan, through sponsoring ordinands, and some functions under the Clergy Discipline Measure. The matters that are not devolved include:
 - Ultimate responsibility for safeguarding
 - Appointment of archdeacons
 - Signing of Pastoral Orders and submission of Pastoral Schemes
 - C4 faculties
 - Certain functions under the Patronage (Benefices) Measure
 - Powers of Visitation
3. Area Councils act as the Bishop in Synod in the Areas, fulfilling pastoral committee and all other local functions.
4. Day-to-day, each area functions separately. Clergy blue files, DBS checks, parish files, collations/institutions/ licensings, PTOs, lay permissions, Ministerial Review, confirmations, clergy and lay training, admission of churchwardens are all done in the area.
5. The diocesan bishop has his/her own area. He/she also meets monthly with the bishops and senior staff. He/she has, of course, the absolute right to take services and visit anywhere in the diocese should he/she wish to do so (and is often invited for anniversaries and other such special events).
6. There is a list of formally delegated powers, some of which have been overtaken by legislation passed since the inception of the Scheme. The Scheme now works on the understanding that, unless new legislation specifically reserves a power to the diocesan bishop, it will be delegated to the area bishop.



Each of the five Areas within the Diocese of London has an Area Bishop, to whom the Bishop of London delegates responsibility under an Area Scheme. The Bishop of London is the Area Bishop for the Two Cities. The episcopal ministry of the Diocese is shared collegiately across the full College of Bishops, which also includes the suffragan Bishop of Fulham.

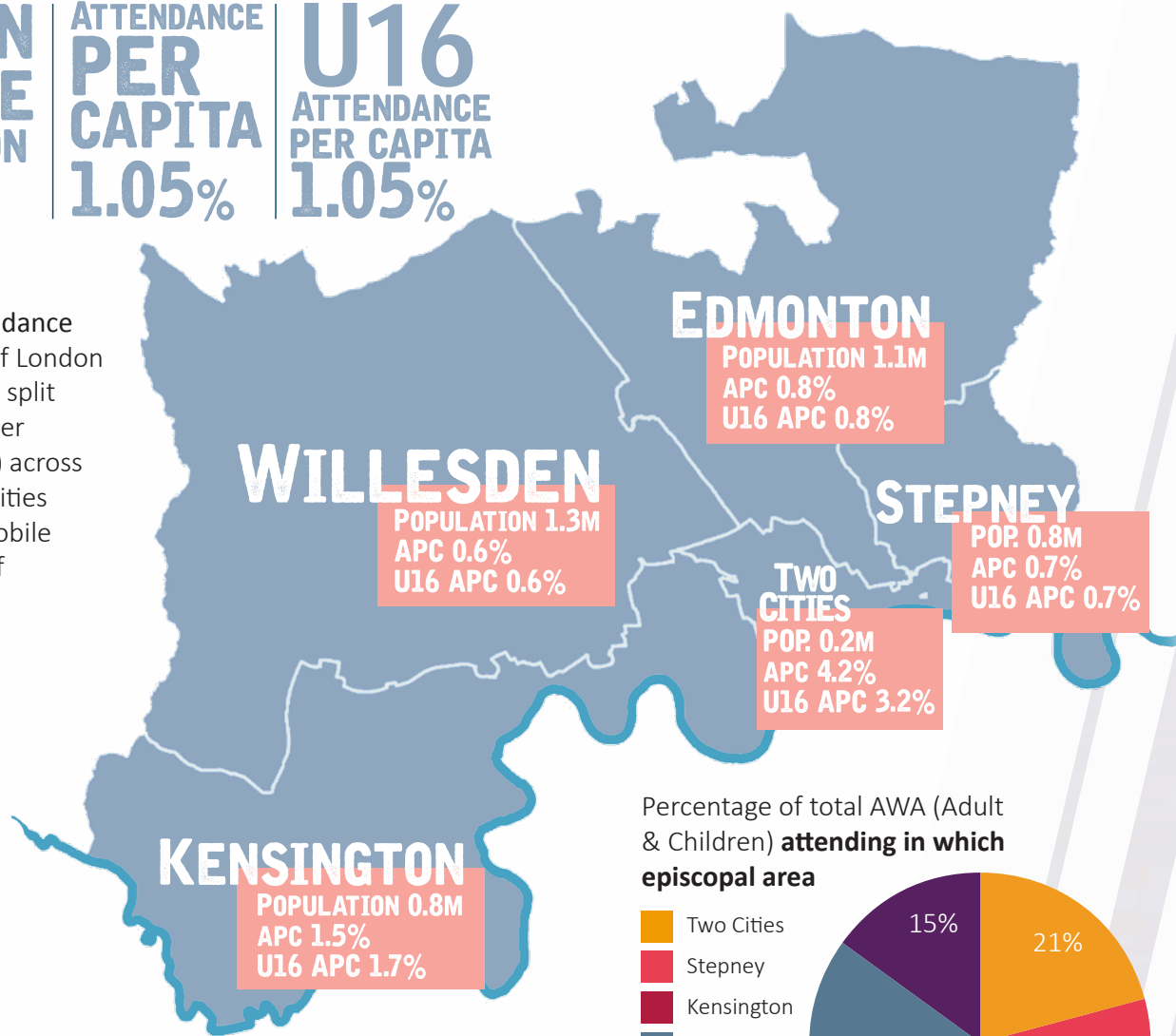
**LONDON
DIOCESE
POPULATION
4.2M**

**ATTENDANCE
PER
CAPITA
1.05%**

**U16
ATTENDANCE
PER CAPITA
1.05%**

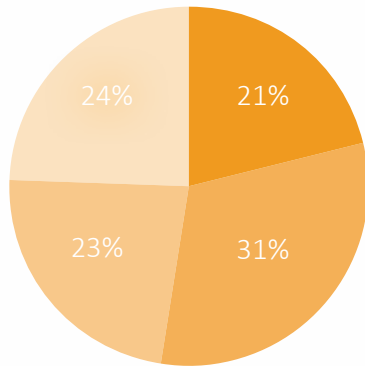
Average Weekly Attendance (AWA)

In 2024 the Total Average Weekly Attendance (AWA) across churches in the Diocese of London was 62,500. The charts below show the split by Episcopal Area and the attendance per capita. The attendance per capita (APC) across the whole Diocese is 1.05%, with Two Cities notably higher at 4.2% reflecting the mobile congregations who travel into several of the Diocese's largest churches.



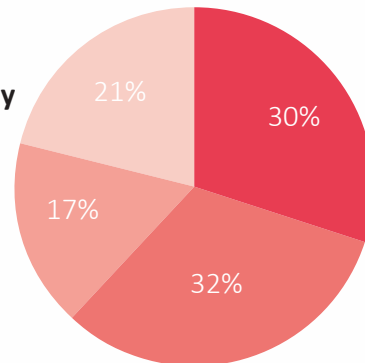
Percentage of parishes with an **Average Adult Weekly Attendance** of (2024):

- 40 or less
- 41-74
- 75-119
- 120+



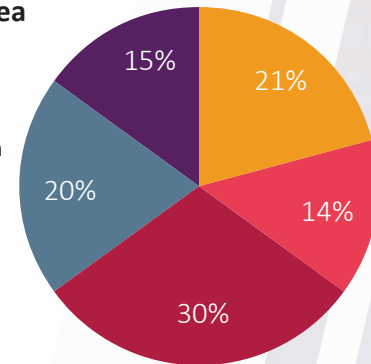
Percentage of parishes with an **Average U16 Weekly Attendance** of

- 40 or less
- 41-74
- 75-119
- 120+



Percentage of total AWA (Adult & Children) **attending in which episcopal area**

- Two Cities
- Stepney
- Kensington
- Edmonton
- Willesden



Top 20 churches by AWA in 2024

The twenty churches with the highest AWA in the 2024 data are listed below, with a breakdown of how many of those who attended were under 17. This list includes charismatic churches, conservative evangelical churches, evangelical churches, inclusive churches, sacramental churches and traditional catholic churches.

Many of the largest churches by AWA are intentional about resourcing church revitalisations, and about church planting, both within the diocese and in the wider Church of England. Some of the churches in the list above, such as SAINT, St Paul Hammersmith, St Stephen's Twickenham and St John the Baptist, Hampton Wick have been revitalised with the help of teams from HTB and are now resourcing other churches. St Helen Bishopsgate likewise planted

Christ Church Mayfair, Down Street which in turn has resourced further revitalisations. With input from the Grow course and [CCX](#) other traditions are also revitalising and planting churches. [St Eths](#) in Fulham is an example of a [recent revitalisation](#), in partnership with All Saints Fulham, in the sacramental tradition. The [Appendix to 2.5](#) also lists revitalisation and renewal work being done as a result of external funding.

Rank	Church	Episcopal Area	London zone	Adults AWA 2024	U17 AWA 2024	LDBS school Y/N	Total AWA 2024
1	Holy Trinity Brompton with St Paul Onslow Square and St Augustine, South Kensington	Kensington	1	2968	195	N	3163
2	All Souls Langham Place and All Souls Clubhouse	Two Cities	1	1400	250	Y	1650
3	St Helen Bishopsgate	Two Cities	1	1373	158	N	1531
4	KXC	Stepney	1	950	48	N	998
5	St Martin-in-the-Fields	Two Cities	1	859	22	N	881
6	St Luke and Christ Church, Chelsea	Kensington	1	704	115	Y	819
7	St Paul, Hammersmith	Kensington	2	740	67	Y	807
8	St Barnabas, Woodside Park	Edmonton	5	516	161	N	677
9	St John-at-Hackney (SAINT): The Parish of Hackney: St John: St Luke. Plurality with St Leonard Shoreditch	Stepney	2	560	114	N	674
10	St Bartholomew the Great and the Less	Two Cities	1	613	13	N	626
11	St Stephen's, Twickenham	Kensington	4	446	111	Y	557
12	All Saints, Margaret Street	Two Cities	1	390	3	Y	393
13	St James, Muswell Hill	Edmonton	3	305	83	N	388
14	St John the Baptist, Hampton Wick	Kensington	6	293	85	N	378
15	Christ Church Mayfair, Down Street	Two Cities	1	325	42	N	367
16	St Paul, West Ealing	Willesden	3	280	83	N	363
17	All Saints (Chelsea Old Church)	Kensington	1	294	58	N	352
18	St Mary Abbots, Kensington	Kensington	1	303	48	Y	351
19	Christ Church, Cockfosters	Edmonton	5	272	74	N	346
20	All Saints, Fulham	Kensington	2	314	32	Y	346

Appendix to 2.4 – Unity and difference

Recent practice of the previous Bishop of London

The previous Bishop of London has operated the London Plan with integrity across the Diocese and as the first female Bishop of London has sought to model the mutual flourishing articulated in the Five Guiding Principles. She encouraged *the Standing Commission of the House of Bishops' Declaration and the Five Guiding Principles* to engage with the way the Diocese works out difference in this area. The reflections from that engagement can be seen [here](#). The reflections also set out the London Plan and the London Plan Working Arrangements.

The previous Bishop of London formed an LGBTQIA+ Advisory Group. She also took the time to meet personally with those in the diocese particularly impacted by the LLF process.

- Individual LGBTQIA+ clergy
- In February 2023 'the Compelled to Resist Meeting' of clergy
- 'Ordinands broadly content' and 'ordinands broadly discontent'
- 'Clergy broadly content with the position reached in February 2023'
- The London Diocesan Evangelical Network
- The London Alliance Stakeholders
- The clergy chapters, curates, and churchwardens in the Two Cities, and she encouraged Area Bishops to do the same in their Areas
- A group who developed *Good Pastoral Practice*, which asked 'is your church a welcoming and safe space for LGBTQIA+ and Same-Sex attracted people?'
- Those who contributed to the *Conversations around Living in Love and Faith initiative*, encouraging people to engage across difference

The Diocesan Consultation

This captured the polarisation in the Diocese. Some called for implementation of 'this new area of welcome and radical inclusion' and particularly referenced LGBT+ inclusion.

Others called for 'people to stand firm in biblical truth and proclaim it afresh' 'so that we can welcome more people into the Kingdom of God'.

The Alliance: In response to the LLF process an alliance of Charismatic, Evangelical and Catholic Networks was formed. They see the LLF proposals as indicative of a departure from the doctrine of the Church of England in an essential matter, doctrine that bishops promise to uphold. Concern was raised that such a significant departure from doctrine was being introduced without due process. Many of the stakeholders of the Alliance are based in London, and many of the largest parishes by AWA are connected with the Alliance and their constituent networks.

Together for the Church of England works for greater, diversity, equity and inclusion in the life of the Church. Together is drawn from different church traditions and works across many areas which can cause people to feel excluded from full participation in church life, including sexuality, race, gender, disability. Together works with other organisations, such as the Inclusive Church Network, which includes many London churches including St Martin in the Fields and St James' Piccadilly.

Appendix to 2.5 – Resourcing mission and ministry

People – Clergy Numbers

There are over 800 clergy in the Diocese. The adjacent table shows how that number has varied between 2016 and 2026.

Over the course of 2024, 30 clergy left for ministries beyond the Diocese and 16 retired. 56 clergy were recruited to new or vacant posts, 26 of whom came from outside the Diocese.

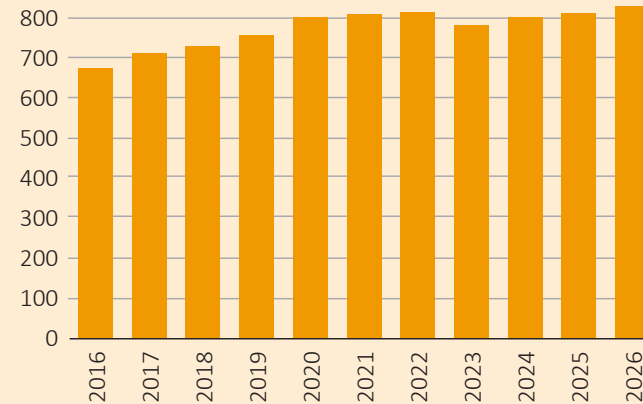
The Diocese has seen a steady increase in Global Majority Heritage (GMH) Vocations and the numbers of GMH clergy in the Diocese is increasing. In 2025 36% of those starting theological training from the Diocese had Global Majority Heritage.

In 2025 our Diocese had 130 people (58 of whom started in 2024) engaged in flexible and purposeful training to equip them for the challenges of modern ordained ministry. Currently approximately 25-30% of London’s ordinands serve their curacy outside London, and this proportion is expected to increase. Vocations to ordained ministry arise however from only 14% of our worshipping communities.

Of the 170 curates in training, 50 were ordained deacon in 2025, including 11 who had completed the Caleb Stream training (now the Elizabeth Pathway), and 57 were ordained priests. Follow the link to find out more about the [Peter Stream and Elizabeth Pathway](#).

The Diocesan Ministry Team supports all these ministers, working with the Area Bishops to support lay and ordained candidates through the initial discernment process, through formal training and into their curacies, first roles and beyond.

Number of Clergy per year

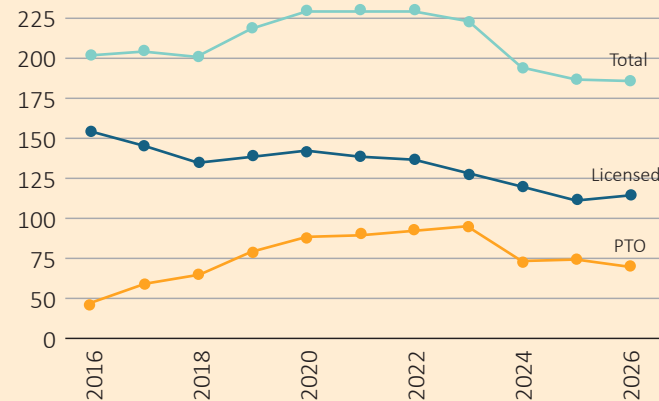


Theological Colleges in the Diocese

There are two Theological Education Institutions in the Diocese of London, [St Mellitus College](#) and [Oak Hill College](#). There is more detail about the Bishop of London’s role at St Mellitus in the [Appendix to 2.6](#).

People - LLM Numbers

Licensed Lay Minister Posts as of January (2015-26)



Finances – Financial Information

The [Annual Report and Accounts for the London Diocesan Fund \(LDF\) for 2024](#) may be found in full on the Charity Commission website.

Table A shows extracts from the annual accounts. Income is presented gross and support costs are allocated across direct expenditure. The line ‘net income before gains & transfers’ shows that the LDF has been working with a deficit since 2022.

Table B shows extracts from the annual accounts. These illustrate that the LDF runs a deficit across all funds, but this is offset by gains and revaluations on investments, leading to an overall surplus in most years.

Table C is an extract from the Financial Plan and Management Accounts overseen by the Diocesan Finance Committee. This informs how the [London Ministry Cost](#) is communicated to parishes.

Table A: Summary of Financial Statements 2019-2024

	2019	2020	2021	2022	2023	2024
General Fund	£m	£m	£m	£m	£m	£m
Income	39.9	37.5	40.3	41.4	42.2	40.6
Expenditure	38.1	37.0	39.3	42.4	44.3	42.2
Net Income before Gains & Transfers	1.8	0.5	1.0	-1.0	-2.1	-1.6
Gains & Transfers	-1.3	1.0	2.0	0.4	2.8	-0.7
Net movement in funds	0.5	1.5	3.0	-0.6	0.7	-2.3

Table B:

	2019	2020	2021	2022	2023	2024
All Funds	£m	£m	£m	£m	£m	£m
Income	46.8	44.4	47.8	52.0	49.9	47.3
Expenditure	47.8	47.2	49.5	54.1	56.5	51.5
Net Income before Gains & Transfers	-1.0	-2.8	-1.7	-2.1	-6.6	-4.2
Gains & Revaluations	20.8	17.2	30.5	-6.9	2.6	12.3
Net movement in funds	19.8	14.4	28.8	-9.0	-4.0	8.1

Table C: Excerpt from Financial Plan

	Actual	Forecast	Budget
	2024	2025	2026
	£000	£000	£000
Common Fund	23,189	24,214	25,175
Other Income	9,737	9,752	9,550
Total Income	32,926	33,966	34,725
Stipends	16,380	17,331	18,532
Housing	7,263	9,157	8,959
Training & Support	12,719	13,845	11,496
Total Expenditure	36,362	40,333	38,987
Net Income before transfers	-3,436	-6,367	-4,262

Finances – External Funding from the Church of England Strategic Mission and Ministry Investment Board

The Diocese of London has received funding from the Church of England to enable various collaborative mission projects across the Diocese.

Hackney and Islington Programme

(Diocesan Investment Programme Funded - £9.41 million awarded in 2024)

The Hackney and Islington Programme (HIP) was launched to catalyse renewal and growth across 28 parishes through partnership and shared mission. Its vision is to build a mixed ecology of churches that are young, diverse, and deeply rooted in local communities — revitalising parishes and renewing confidence in God’s work across Stepney. In just its first year, HIP has already seen new energy for mission across both deaneries. Four new Worshipping Communities have launched, 16 people have come to faith, and 24 lay leaders are being equipped for ministry. Average weekly attendance has grown by 347, and Worshipping Community membership by 158. Common Fund giving rose 17% on the previous year, a sign of shared commitment and ownership. Across the area, collaboration between clergy, lay leaders and partner churches is shaping a culture of generosity, learning and mutual support.

Youth Stream

– see photo of SAINT Youth in Section 2.2

A Youth Minster is a church which receives funding to enable it to focus on growing the numbers of young people in their church while supporting and resourcing youth work in neighbouring or networked parishes. The five Youth Minsters funded through the HIP project are still relatively new and are still very much in the early stages, with some already excellent signs of healthy growth.

Planting and Partnerships Stream

Partnerships between parishes are at the heart of HIP’s renewal. New collaborations between St Mary’s Islington and Hope Church Islington, and between St Jude’s Mildmay and St Stephen’s Canonbury, are opening fresh opportunities for shared mission and leadership. These partnerships are revitalising parishes through joint worship, outreach and operational support — embodying the vision that growth comes through cooperation, not isolation.

For Estates Stream – see story in Section 2.3

and for Catholic Renewal Stream – see story in Section 2.4. The Catholic Renewal Stream is also contributing funding towards the combined post of Stepney Catholic Missioner and Fulham Area Dean of Mission.





The Youth Apprentice Programme (Diocesan Investment Programme Funded – £1.5million re-awarded in 2023)

This is a three-year, paid, part-time role for local parish members to combine hands-on children’s or youth ministry with theological study leading to a certified Higher Education qualification. It equips these burgeoning young leaders for effective youth ministry, helping churches to grow numbers of children and youth, while providing an ongoing pipeline of much-needed youth and children’s workers in the Diocese. Here is an impact story from 2025:

Supporting Iranian Children’s Ministry

Since April, one Apprentice has been supporting a children’s ministry project for Iranian, Farsi-speaking children and families within their congregation. The ministry began with the goal of establishing a sustainable programme that could eventually run independently. The Apprentice focused on empowering local leaders by providing training, guidance on children’s worship, and discussions on how to effectively engage their younger congregation. As a result, the leaders are now confidently serving within the church community. Through one-to-one support and supervision, the Apprentice has helped ensure the Farsi children’s groups are safely led and self-sufficient. They have also introduced a regular prayer evening for parents of Iranian children needing additional support and pastoral care. The congregation currently serves around 7–10 children and a similar number of young people.

The Grow Course (Strategic Development Fund – £964K awarded in 2018)

Since its launch in 2016, the Grow Course has aimed to support Anglican churches to grow intentionally in depth, number, and impact. Churches across London have faced challenges such as declining attendance and leadership gaps, prompting a need for strategic intervention.

To address these challenges, the Grow Course employs blended learning that includes self-guided modules, peer-led learning communities, and coaching for church leaders. The curriculum is rooted in scripture and tailored to diverse traditions, covering key areas such as vocation, formation, mission, and multiplication. The course has had a measurable impact. Since 2017, 133 parishes have participated, 87 from the Diocese of London, reporting increased confidence, clarity, and courage in their ministry. On average, participating churches have seen a 21% increase in Worshipping Community, with some parishes—such as a Liberal Catholic church in Kensington—growing by 50 regular members.

In 2025, a new model was introduced, shifting to a licence-based, train-the-trainer approach supported by an online Learning Management System. This change reflects a desire for greater diocesan ownership in identifying course leaders.



Transforming Southall and Hounslow (Strategic Development Fund – £2.73 million awarded in 2022)

Southall and Hounslow are two of London’s most ethnically diverse and youthful zones yet face deep socio-economic challenges and a steady decline in Christian presence amid growing multi-faith communities. In 2022, the Diocese launched the Transforming Southall and Hounslow Project to reimagine Christian mission through intercultural ministry, leadership development, and community renewal across 13 parishes.

The vision: to plant 15 new intercultural congregations, train 60 emerging leaders from diverse backgrounds, and establish youth hubs and social enterprises. The strategy centres on lay leadership, intercultural discipleship, and collaboration between parishes—particularly through Resource Churches such as Holy Trinity Hounslow and St John’s Southall.

Over the past three years, 30 lay leaders have been commissioned through Myriad, the National Church’s lay training programme, and several new worshipping communities have taken root, including Farsi-, Hindi-, Telugu-, and Punjabi-speaking congregations. Youth outreach has flourished, with Hope Church Hounslow’s football programme now engaging over 100 young people weekly.

Tower Hamlets Mission project (Strategic Development Fund – £1.8million awarded in 2022)

This project is working across one of the UK’s fastest-growing, youngest, and least reached boroughs. The vision for Tower Hamlets is to establish new worshipping communities and equip local leaders to share faith in culturally and socially diverse contexts, and establish six New Worshipping Communities (NWCs) with a focus on youth, young adults, students and young families. They are also exploring innovative approaches to engage Muslim neighbours. Now in its third year, the impact has been significant. We have seen 89 people come to faith and 8,969 people engaged across the borough. Four NWCs have already been planted in Stepney Green, Shadwell, Bethnal Green, and Poplar, each expressing local identity and mission focus. The Tots and Toddlers programme continues to build trusted relationships with families across the borough. The youth van outreach and youth discipleship initiatives have equipped young people to share their faith with peers, the youth choir programmes have fostered new connections between church, school, and community, and student engagement has seen significant fruit on campuses across the borough.

London Resource Churches Project

**(Strategic Development Fund
– £3.85million awarded in 2018)**

This programme was set up to address declining church attendance and leadership capacity across the Diocese. The original goal was to appoint 15 resource churches, each with two planting curates, to establish 30 NWCs and train 75 new ordinands. In terms of impact, the project exceeded expectations:

- 17 Resource Churches appointed (vs 15 target)
- 38 NWCs established (vs. 30 target)
- 93 ordinands trained (vs. 75 target)
- Over 3,500 people added to worshipping communities (vs. 3,000 target)
- 14 revitalised churches and 9 new congregations launched
- Churches reported growth in attendance, leadership capacity, and community outreach.

The programme did, however prove less sustainable in more deprived areas and could have been more centrally embedded in diocesan mission and people planning – learnings being taken on board for future planning. Overall, the programme has laid a strong foundation for future planting, revitalisation, and discipleship- positioning London Resource Churches as key agents of renewal across the Diocese.

Youth Ministry in Communion

(Innovation Fund – £250K awarded in 2023)

– see the right photo on the cover page

Now in its third year, Youth Ministry in Communion (YMIC) is demonstrating that sacramental worship can be a vibrant and effective context for youth ministry. The project has exceeded expectations and more than doubled the number of young people engaging with member churches, with one parish growing from just three to over fifty young people. Events regularly attract over 100 attendees, a third of whom are from no-faith or other-faith backgrounds, showing reach beyond traditional churchgoers. Young people consistently report feeling welcomed, prioritised, and spiritually nurtured. Many have deepened their faith, with some exploring vocations in ministry. The presence of part-time youth workers has been pivotal, enabling consistent relationships, tailored activities, and outreach to unchurched youth. These workers have catalysed growth and created safe, engaging spaces where young people feel heard and valued. Beyond individual churches, YMIC has fostered a collaborative network of clergy and lay leaders, strengthening relationships and building a shared commitment to youth ministry.

The project's clear sacramental identity, courageous leadership, and strategic partnerships have enabled YMIC to challenge assumptions and inspire confidence in liturgical parishes. YMIC is not only revitalising youth engagement in sacramental settings but also offering a replicable model for growth, proving that tradition and innovation can thrive together. We are currently exploring more sustainable funding with National Church to match the expansion aspirations.



Estates Apprenticeship Scheme
(Innovation Fund - £83K awarded in 2024)

– detailed in Section 2.3

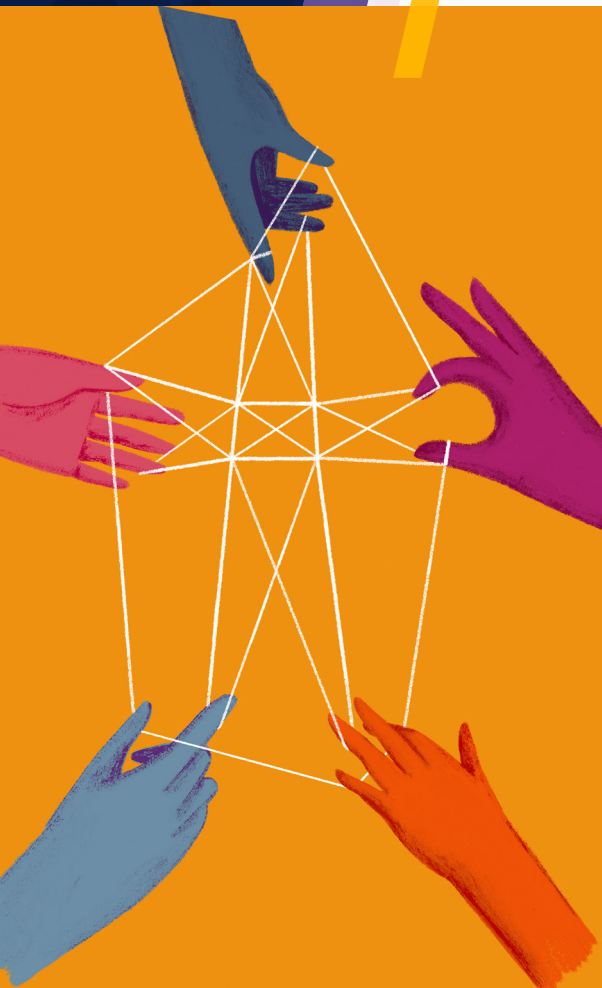
The Church of England has faced persistent challenges in growing thriving worshipping communities in low-income communities, and a lack of local leaders trained and equipped with practical experience. To address this, the Diocese launched the Estates Apprenticeship Scheme.

All three apprentices so far have shown significant growth in leadership and communication. Their impact is already visible: two led key activities at the Estates Summer Festival, including youth football sessions that sparked three new youth groups—one with potential to become a future New Worshipping Community. The scheme has drawn interest from other dioceses, highlighting its replicability as a model for raising up leaders from within their own communities.

Persian Anglican Community Development
(Innovation Fund - £250K awarded in 2022)

London’s Persian Anglican Community is a growing network of Farsi-speaking Christians from Iranian and Afghan backgrounds but has lacked support and resources. To address this, the Diocese launched a three-year programme in the Kensington Area, to train Persian leaders, foster intercultural congregations, and create replicable models of ministry. The project helps parish clergy to identify and equip local lay leaders in developing what would be the parishes’ most appropriate response to reach the local Farsi community’s needs, support tailored Bible courses and Myriad - a national initiative supporting lay-led growth. After a delay due to leadership changes, in 2025, the project kicked off in earnest. It developed online evangelism, a 20-session theological course, and culturally adapted safeguarding resources and interpretation support.





IMPRINT Church

(Innovation Fund - £250K awarded in 2023)

– see photo on cover page

IMPRINT Church entered its second year of Innovation funding with its mission to develop culturally equipped, theologically grounded young leaders, particularly from diverse backgrounds. IMPRINT's multi-faceted approach achieved real impact in 2025, leading to 40 baptisms:

- **Internship Program (Leaders of Tomorrow School):** The team introduced a mentoring process, with structured theological training and international mission exposure. A paid coordinator role was added this year and in total, 26 new interns were trained.
- **Creative Evangelism:** Gospel musicals were staged, combining professional production with volunteer-led outreach, reaching over 1,000 attendees.
- **Digital Expansion:** A new studio enabled live streaming and content creation and led to a surge in online engagement, boosting Instagram followers from 3K to 13K! Workshops trained 240 creatives under 30 across 60 UK churches.

- **Vocational Pathways:** Twelve individuals entered ordination or lay ministry training, with one intern transitioning directly into leadership.
- **Church Planting:** New plants were initiated in Croydon, with exploratory efforts in Hong Kong and Seoul.

IMPRINT's innovative, relational, and culturally attuned approach continues to fuel and inspire young adult ministry and leadership development in the Anglican Church, in London, Birmingham and now in other parts of the world.

Finances – Church buildings

There are 462 church buildings across 402 parishes in the Diocese of London, ranging from medieval parish churches in Spelthorne to the brick Victorian boxes in inner London and post-war parish centres of worship in Metroland.

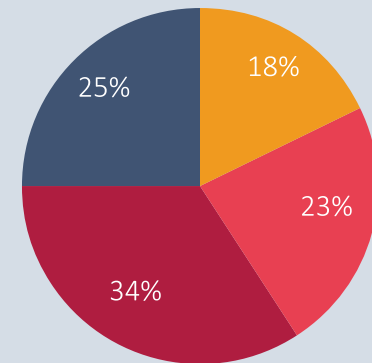
Of these, 344 are listed making the Diocese the home and custodian of some of the country's most significant ecclesiastical heritage. Each church is a unique space and base for worship and outreach for the communities they serve.

At the same time, the Diocese has the highest number of churches on Historic England's Heritage at Risk Register. Targeted support is in place, with active partnerships involving Historic England, the National Lottery Heritage Fund, and local authorities.

Central diocesan teams provide technical building advice, fundraising support, and seed funding. Additional staff resources are focused on parishes in areas of high deprivation and on Net Zero Carbon support.

Over the past six years, approximately £55m has been secured from external funders, with around £10m awarded annually to parishes and a further £10m in the development pipeline. This investment supports a continuous programme of renewal, enabling churches to improve their buildings to enable worship, witness and service in the 21st century.

DIOCESE OF LONDON
462 CHURCH BUILDINGS
ACROSS 402 PARISHES



344 CHURCH BUILDING BY LISTING

CONSISTING OF

84 GRADE I LISTED

105 GRADE II* LISTED

155 GRADE II LISTED

NOT INCLUDING

118 UNLISTED

Structures – Diocesan Governance

The Diocese is led by the Bishop of London. The Bishop of London shares episcopal ministry with five colleagues in the London College of Bishops: the four area bishops and the suffragan bishop of Fulham. Each bishop within the college holds the portfolio for a particular area of ministry within the Diocese, such as for schools or for racial justice. There is an archdeacon for each of the episcopal areas, plus an extra archdeacon for the Two Cities Area, which is led by the Bishop of London: the Archdeacon of London and the Archdeacon of Charing Cross. There are 21 deaneries within the Diocese. Each deanery consists of between 10 and 26 parishes.

The statutory governing body of the Diocese is its Synod, which is a largely elected body with representation from all parts of the Diocese. The Diocese conducts its financial and operational affairs through a number of corporate bodies, the main ones being the London Diocesan Fund (LDF) – relating to churches – and the London Diocesan Board for Schools (LDBS), an independent registered charity – relating to schools.

Structures – The London Diocesan Fund (LDF)

The LDF is a company limited by guarantee and registered in England & Wales (150856). It is also a registered charity (241083). Its registered and principal office is at London Diocesan House, 36 Causton Street, London SW1P 4AU. The LDF was incorporated in England & Wales on 29 June 1918.

All members of the Bishop's Council are directors of the company for the purposes of the Companies Act 2006 and are trustees under charity law. It fulfils the functions normally held by a Diocesan Board of Finance. While bishops and archdeacons exercise day to day oversight of the Diocese as a whole, the General Secretary is the Chief Executive Officer of the LDF and works alongside them to support the wider work of the Diocese through the functions of the LDF.

The Senior Management Group (SMG) leads and manages the work of the LDF. Some SMG members have the title Director in their job titles, but they are not directors of the LDF for the purposes of company law nor are they trustees of the charity.

The SMG comprises:

General Secretary & Chief Executive
Mr Oliver Home

Chief Operating Officer
Mr Will Garood

**Director of Housing
and Investment Property**
Mr Jeremy Lock

Director of Ministry
Revd Canon Miles Baker

Director of People
Mrs Poli Shajko

**Director of Parish Property
and Fundraising**
Mr Kevin Rogers

Director of Strategy & Communications
Mr Angus Stephenson

Structures - Safer Churches

The Diocese continues to strengthen safeguarding culture, leadership, and practice across all its worshipping communities. The Diocesan Safeguarding Team (DST) works closely with parishes and Area Offices to ensure concerns of abuse or neglect are addressed promptly, while embedding preventative systems that support a safer Church. Our safeguarding approach is guided by the National Safeguarding Standards, which shape ongoing improvement, accountability, and consistency across the Diocese.

The Diocese maintains significant investment in safeguarding capacity: led by the Head of Safeguarding (Diocesan Safeguarding Officer), the team includes a Casework Manager leading on risk, a team of Diocesan Safeguarding Advisors, including one allocated to each Episcopal Area, a Safer Churches Programme Manager, who oversees practice improvement and leads an administrative team. This structure enables coordinated oversight, extending to major worshipping communities such as St Paul's Cathedral, Westminster Abbey, Religious Communities, the Chapels Royal, and other partner institutions. Use of the Parish Safeguarding Dashboard continues to rise, currently at 95%, supported by refreshed Parish Safeguarding Officer resources, induction materials, and targeted guidance. The Diocese processes more than 4000 DBS checks each year and ensures robust safer recruitment practice.

The Diocesan Safeguarding Team receives over 100 referrals a month, many of which are requests for advice on how best to respond to concerns about mental health, domestic abuse or other potential support needs of those worshipping or living in the parish. As such, parish safeguarding work is a valuable community asset. Referrals are triaged within 24 hours, and the My Concern system ensures regular case review.

Supporting and engaging with victims and survivors remains central to safeguarding. A Survivor Reference Group, developed with Southwark, has been initiated to inform our ongoing listening. Leadership safeguarding training reaches hundreds annually, including specialist sessions on domestic abuse, trauma, and spiritual abuse.



Appendix to 2.6

– From the Two Cities to the House of Lords

The Two Cities & Diocesan Responsibilities

[The Two Cities Episcopal Area](#) (which covers the City of London and the City of Westminster) is a unique part of the Church of England and is the area under the oversight of the Bishop of London, supported by the Archdeacons of London and Charing Cross who both serve the whole Area. [The Two Cities Episcopal Area is eighty-eight churches](#), plus a range of chaplaincies and other ministries, including St Paul's Cathedral. There are over one hundred clergy in the Two Cities Area under the pastoral care of the Bishop of London.

The Bishop of London is involved in the governance of a number of significant bodies, including:

- [St Mellitus College](#) is the largest Theological Education Institution in the Church of England. The majority of ordinands sponsored by the Diocese of London train on its context-based pathway. It was founded in 2007 through a merger of the North Thames Ministerial Training Course and St Paul's Theological Centre (STPC), which was established by Holy Trinity Brompton. The Bishop of London is also a trustee and nominates a further trustee to the board.

- [The London Diocesan Board for Schools \(LDBS\)](#), which was established in 1836 as the educational arm of the Diocese of London, supports and sponsors 129 primary and 20 secondary and three all-through schools and academies, educating more than 57,000 students. The Schools Sites Act 1841 gave the Board for Schools a major opportunity to build more schools. Under the Scheme agreed by the Diocesan Synod, the Bishop of London appoints 10-11 LDBS Trustees on the advice of the Nominations Committee. The Bishop either chairs the Board of Trustees or delegates this to an Area Bishop, currently the Bishop of Stepney.

General Synod & National Life

Within and beyond the Diocese of London, the Bishop of London exercises a ministry as the public face of the Church in the eyes of the media and plays an important communications role. This comes to the fore at times of national significance such as during the COVID Pandemic or the death of the Monarch. In practice, the Bishop of London takes a leading role in General Synod debates which means they then become a public spokesperson on key issues, such as Assisted Dying, Safeguarding or Living in Love & Faith.

The bishops of the southern province of the Church of England (Canterbury) meet in Chapter – analogous to a Cathedral. The Bishop of London serves as the Dean of the Province of Canterbury, alongside other senior Bishops.



Ordinations at St Mellitus College which meets at HTB Courtfield Gardens'

Anglican Communion

The Bishop of London shares with fellow bishops the responsibility to '[strive for the visible unity of Christ's Church](#)'. The Bishop is expected to promote the mission of the global Church and foster good relations with the Church worldwide, by offering hospitality to visiting church leaders and building relationships with their ecclesiastical and civil representatives in London.

The Diocese of London has particular links with [Angola & Mozambique \(ALMA\)](#), the [Evangelical Church of Berlin Brandenburg](#) and the [Episcopal Diocese of New York](#).

The City of London

The City of London is the UK major centre for financial and legal services, employing some 614,000 people and generating 13% of UK GDP. Governance of the City is overseen by [the City of London Corporation](#). The Bishop of London engages with the City of London on a number of significant levels. In its role as a local authority the Corporation is in close contact with the Archdeacons of London, and the Bishop supports this engagement. The Bishop provides significant leadership and connection with the City Livery Companies and in other aspects of the charitable and civic life of The City, in partnership with the Cathedral, supported by the archdeacons and the City Clergy. The archdeaconry and parishes are considerably engaged with the working and business life of The City, and the office of the Bishop sustains and enhances relationships, which are important for our Diocese as a whole and in some respects for the national church. The City also provides unparalleled networking opportunities, which often involve the Bishop.

Privy Counsellor

[His Majesty's Privy Council](#) is a formal body of advisers to the Sovereign of the United Kingdom. The new Bishop of London, as one of the three most senior bishops in the Church of England, will become a Privy Counsellor on appointment as Bishop of London. Members do not have an automatic right to attend Privy Council meetings, and only some are summoned regularly, in practice at the Prime Minister's discretion. Full meetings of the Privy Council only take place when a reigning sovereign announces his or her own engagement or when there is a demise of the Crown, either by abdication or death of the monarch.

In the case of a demise of the Crown, the Privy Council—together with the Lords Spiritual, the Lords Temporal, the Lord Mayor and Aldermen of the City of London as well as representatives of Commonwealth realms—makes a proclamation declaring the accession of the new sovereign and receives an oath from the new monarch relating to the security of the Church of Scotland, as required by law.

House of Lords

The Bishop of London is one of the 26 [Lords Spiritual in the House of Lords](#), reflecting the enduring constitutional arrangement, with an established Church of England and its Supreme Governor as Monarch and Head of State. The Bishop of London has a national responsibility to speak truth to power and nurture the spiritual health of the nation's leaders, through having a seat in the House of Lords.

Dean of His Majesty's Chapels Royal

By custom the Bishop of London becomes The Dean of His Majesty's Chapels Royal, which is an honorary appointment, and was historically the most important representative of the Church at the itinerant Royal Court. As the Royal Household became more established at Palaces based in London, the roles of Bishop of London and Dean of the Chapels Royal were usually held by the same person, while remaining separate offices.

The Dean of His Majesty's Chapels Royal is responsible for officiating at many major church services attended by Members of the Royal Family, such as Jubilees and other celebratory occasions, and takes part in some family events. The Dean participates in the annual Service of Remembrance at the Cenotaph and officiates at the annual Epiphany Service at the Chapels Royal, St James's Palace.

The Chapels Royal in England consist of: The Queen's Chapel (Marlborough Road); the Chapel Royal, St James's Palace; the Chapel Royal, Hampton Court Palace; the Chapel of St Peter ad Vincula (Tower of London); the Chapel of St John the Evangelist (Tower of London); and The Queen's Chapel of the Savoy. As Dean of the Chapels Royal, the Bishop of London has a role in the Coronation of a new Monarch.

National Honours

The Bishop of London is the Prelate of [the Most Excellent Order of the British Empire \(OBE\)](#) and of the [Imperial Society of Knights Bachelor \(ISKB\)](#). Together with [the Most Distinguished Order of St Michael and St George \(SSMG\)](#), there are well over 150,000 members of three orders which are housed in St Paul's Cathedral, each with a dedicated chapel.







— DIOCESE OF —
LONDON



**FOR EVERY LONDONER TO ENCOUNTER THE
LOVE OF GOD IN CHRIST JESUS**