

Liss

PARISH PROFILE

CONTENTS

Bishop's Welcome	3
Archdeacon and Area Dean's Introduction	4
Introduction	5
Our Forward Direction	6
Parish Life & Mission	8
Growing Faith	11
Meet the Team	13
Living Here	18
The House	20
Role Description	21
Appendices	
1. Our Church Ministries	23
2. Pattern of Worship	27
3. Social Programme	28
4. Church Buildings	29
5. Local Statistical Information	31
6. Discipleship and Study Programmes	32
7. Church Finances	33
8. Parish Map	34
9. Mission Action Plan	35
10. Deanery Role, Growing Faith	38
11. Introduction to The Diocese	43

BISHOP'S WELCOME

The Diocese of Portsmouth is in good heart and together we have heard God's call to Live, Pray and Serve the Kingdom of Christ, in and for the world.

If you sense the good Lord is calling you to join in with this beautiful work of retrieval and love we will be ready to receive you – all that you bring – in the days ahead.

With my prayers and blessing,



**THE RT REV JONATHAN FROST,
BISHOP OF PORTSMOUTH**

ARCHDEACON AND AREA DEAN'S INTRODUCTION

St Mary's Liss is a church on a journey. It has a faithful and committed team and congregation, wanting to discover new things about themselves and God. The church has been well reordered, and from a strong and forward looking start they're wanting to deepen and grow in their relationship with the new space, their community and their identity. The church does a great deal with the community, and has innovative projects to engage with all ages. There is a strong commitment to social justice, and the potential to develop this.

Petersfield deanery has an exciting vision for parishes and clergy. The deanery plan involves each stipendiary priest giving 30% of their time to building and supporting a particular area of ministry across the deanery. For St Mary's the intention is that the incumbent will develop and champion the Church of England's 'Growing Faith' programme across the deanery, enabling parishes and schools to engage in a new and fruitful way with children and families. There's more information about this part of the role in the appendix.

If you have a calling to enable a community and every person in it to find and respond to their calling and vocation, I hope you'll explore this role further.

Rev Canon Will Hughes, Acting Archdeacon of the Meon
Rev Dr Susie Collingridge, Area Dean

INTRODUCTION

St Mary's is a single parish in the bustling village of Liss in the South Downs National Park, near Petersfield in Hampshire. The village is open and friendly and regards St Mary's as a resourceful partner in a very active community programme.

Within the last three years the church building has been extensively reordered and enhanced, much admired, and fit for twenty-first century ministry, hospitality and gatherings of all kinds. The rectory, next door to the church, is large and welcoming.

St Mary's aims to reach the entire community, putting prayer at its heart and faith into action. Our new leader will encourage and guide us into fresh paths, as together we discern new ways forward in ministry and mission. There are excellent opportunities for building on the links and partnerships we already have. What we offer is an eager congregation, ably supported by an enthusiastic and resourceful Staff Team. We are very positive about our leader working across the Deanery to stimulate Youth and Children's ministry.

We are looking for a Priest-in-Charge who is

- Approachable and friendly, eager to get involved in the whole community
- A leader and an enabler of the people of God, inspiring commitment and the development of our unique gifts
- A teacher who will empower us to deepen our faith and increase our understanding so that our service and outreach are more effective
- Prayerful and Spirit-led
- As excited about our next chapter as we are



OUR FORWARD DIRECTION

VISION STATEMENT

To make the light, life and love of God known in our world.

As a worshipping community believing in God's transforming power, our focus is to

Be with Jesus, Become like Jesus, Do what Jesus did

MEDIUM-TERM PRIORITIES (3-5 YEARS)

We were, for several years, focused on delivering a large project to improve the church facilities. Originally starting with the intent to build an adjacent church hall, after several iterations, it was realised that funds were insufficient, and the project was revised to reordering the church interior.

During the work phase, the church services were relocated for over six months to the village community centre and sports pavilion. At the time the church was ready to return to its new space, excited and energised to welcome back congregation and community, Covid lockdowns intervened and it was some time before the church became fully functional again.

Since Covid and the vacancy, while good initiatives have been taken across this whole period, and creative ways found to maintain the life of the church, there has not really been a coherent mid/long term vision to lead the church into its next phase. We look forward to our new incumbent working with the PCC and the Staff Team to create together an ambitious yet practical onward plan.



SHORT-TERM OBJECTIVES (1-2 YEARS)

However, since the vacancy, the PCC has re-focused on achievable actions and some aspirational targets for the short term, shown in our Mission Action Plan, which is attached in Appendix 9. Key priorities in the plan are practical ways for the church community to **grow in depth**, to **grow in practical and spiritual impact** into the Liss Community and to **grow in numbers of those coming to faith**. Our work with children, young people and families is of special relevance and priority to the church. The Mission Action Plan gives a good impetus and guide to a longer-term vision for this direction of work.

PARISH LIFE & MISSION

BUILDING COMMUNITY

Several newcomer families over the last year have commented on the openness and warmth of the welcome at St Mary's and, coming from different traditions, have been able to find their place with us and to use their gifts. St Mary's is on a journey and, as a broad church, over the last few years has introduced a variety of services and events to meet the changing needs of the church community and the village. At our heart is our mission statement and we strive for ways to encourage each other – to deepen our walk with Jesus, to serve our community in Liss and beyond, and to introduce people to new life in Jesus.

INVOLVED IN COMMUNITY

There is a lot of activity both in the church, including groups for parents and carers of young children, older members of the community, musicians and singers, and run by church members in the village community.

Many church members play an active role in village life, including involvement in the Food Bank, Luncheon Club, Liss Community Association, the Triangle Centre, Scouts, youth football, Crossover Youth work, the Community

Choir, British Legion, school teachers and Liss Forest Fun Day. They have helped in producing the Village Plan, and there are



both members and supporters of Liss Men's Shed, among others. In that sense we have a very real impact for good, and a good relationship with the community which could be further developed.

There are also real needs within the village, including single-parent families, those enduring poverty, dependencies and addiction, with which we are only involved at an individual level and where we would like to make an impact for good. One exciting new initiative is a Bereavement Café meeting monthly in the church.

Our Mission Action Plan has sharpened our focus on where we should put our energy in the short term. The PCC and Staff Team are open to change to lead the church forward and look forward to the energy and ideas of a new leader.

WORSHIPPING COMMUNITY

Appendix 2 charts all our regular services, the largest by far being the 10:15am Sunday morning service which has several formats at present. Our aim is to cater not only for the regular church members, but also to make our church accessible to those exploring or who are new to faith.

The parent and toddler groups are areas for developing good long-term relationships with parents and families and a Messy Church or toddler praise is something to be considered.

Prayer is vital to us and recently a monthly prayer meeting has been started. Led by two Lay members, these meetings have varied leadership and style and pray

for the whole ministry and mission of St Mary's as well as individual issues.

There is a very active and enthusiastic Bell-Ringing group which rings at St Mary's twice monthly and at festivals.



CELEBRATING COMMUNITY

Thanks to the recent renovations, our church building has become a very attractive venue for larger events and during October-December 2022 was used for several classical concerts, a Liss Band concert, Hart Male Voice Choir, a Ukraine choir composed of many currently living in the surrounding area, orchestra rehearsals and a school concert. We welcome its use by the community and would like to encourage more regular bookings. We are eager to discover how we can turn these occasions into opportunities to increase people's awareness of God.

In summary, we are a busy and enthusiastic church, well-connected within the community of Liss, but aware that we need to continually examine what we are doing. We have a desire to grow deeper in faith and serve those around us. We look forward to a new leader stimulating appropriate change and enabling us to grow individually and as a community.

GROWING FAITH

CHILDREN AND YOUNG PEOPLE

The person we are looking for will have this role in the Deanery while having a ministry of presence in Liss. We welcome them to work with us with children, families and young people.

STEPPING STONES

This is our very well attended weekly parent and toddler group. Numbers have risen recently to thirty plus. The group is run by church volunteers. Mums say they like the space, the variety of toys and the welcome received.

WLTDO

Who Let the Dads Out? is a parallel group for male parents and carers held monthly on the third Saturday for children up to Reception year. A small group of five or six at present, numbers are beginning to grow since Covid.

SUNDAY GROUP

Children are valued and welcomed every Sunday. A children's group is run every second, fourth and fifth Sunday. Three families consistently attend, while others do so on a more ad hoc basis. This is a full church effort, with sessions run by inspirational leaders and lay people and is very popular with children and parents alike. The children who attend are aged from about four to eight and we'd like to offer something for older children and look forward to support on how to do so.

SCHOOL & COMMUNITY LINKS

We have good links with the infant and junior schools in the village, with a member of the Staff Team going into the junior school to take assemblies regularly in Autumn term 2022, after a break due to Covid. Bohunt, the large senior school nearby, used St Mary's for its Christmas concert, hiring the building and re-establishing a link that had been lost during 2020 and 2021.

The village youth work charity, Crossover, was initiated by Liss residents and members of several churches in 2006. It now uses our church hall exclusively

under a 10-year agreement which was supported by our PCC. A small amount of voluntary help is provided by our church. At the moment, we are seeking to deepen the links with this work right on our doorstep.

St Mary's has been gifted the salary for a part-time children's and family worker and we hope that our new priest-in-charge will be able to appoint someone to this role to support our efforts to broaden our reach within the community.



MEET THE TEAM

CHURCH STAFF AND LEADERSHIP

The church has the following paid staff:

MICHAELA SURTEES
PARISH ADMINISTRATOR
12 hours per week (Tuesday to Friday)

Michaela has been at St Mary's for 18 years. She became Parish Administrator in 2015. She is the first point of contact for the parish. Her admin duties include preparation of services; posters to promote services and events; organising rotas; church supplies and maintaining the church website. Michaela deals with church hire bookings and is the Marriage Clerk for the parish. She is involved in church banking processes and minutes twice monthly staff meetings. During the vacancy, she also liaises with the Staff Team regarding arranging baptisms and funerals.

When Michaela isn't being the Parish Administrator, she is also the PCC secretary and produces the monthly Parish Magazine. Both these roles are voluntary and not part of her paid role as Parish Administrator.

LUCY FLINT
ORGANIST
Currently one service a week, Sunday morning, plus additional services mainly at/before Christmas and Easter.

Lucy has been organist/pianist at St Mary's for over 10 years. She currently lives in nearby Petersfield but lived in Liss for 10 years from 2006. She also plays the viola and is involved in other local music groups such as the South Downs Camerata, who are based at St Mary's, and she accompanies the Liss Community Choir.

OTHER OFFICERS OF THE CHURCH

CAROL RICHARDS
CHURCH WARDEN

Carol came to Liss in 2008 and gradually became part of St Mary's while working as an administrator in a care home and from a free church background. She retired in 2019. She is a joint leader of the Stepping Stones toddler group and shares in leading the Third Sunday alternative service.

TREVOR CHILDS
CHURCH WARDEN

Trevor worked in the global chemicals industry and then as an executive coach across Benelux before 'retiring' to Liss. He led the reordering project and is in his second stint at Liss as warden. He has been working with the CAP 'Fresh Start' programme and also chairs a Christian charity in South America for the rehabilitation of drug and alcohol addicts.

JUSTINE JENNER
PARISH SAFEGUARDING OFFICER

Justine joined her husband in worship at St. Mary's in 2018, having previously been part of the local Catholic church. She runs her own ceramics business in Liss Forest. As well as being the Parish Safe-Guarding Officer, she helps run a monthly prayer meeting, is involved with the Children's Work at the Sunday services and is part of a wonderful Home Group.

The PCC comprises incumbent, church wardens, 9 members (3 vacant), 2 Deanery Synod members, 1 co-opted member Treasurer (vacant), PCC secretary.

The PCC meets monthly (except August and December)

The PCC Standing Committee meets monthly, dealing with small business items, actioning decisions the PCC have made and advising on the PCC agenda. The Standing Committee

comprises, the incumbent, Church Wardens, 2 PCC members and the Church Administrator.

CLERGY AND READERS

In recent years, a number of retired clergy, one licensed Reader and other Readers with PTO have made Liss their home. From varied church backgrounds, they are actively involved in church and community life. Along with the Churchwardens and Parish Administrator, the previous incumbent considered them to be the church's Staff Team, and they have continued as such during the vacancy, meeting together twice a month.

The Staff Team's core tasks are to:

- Plan and lead worship
- Coordinate pastoral care
- Support the work of Home Group leaders, Safeguarding Officer and children's group leaders
- Encourage and develop lay gifts and participation

The Team also provides regular monthly services to most of the residential homes in Liss and cover for churches elsewhere in the Deanery.

The Staff Team is eager to see St Mary's grow in number, depth and impact and will be supportive of new leadership structures which may be developed to encourage this.

RETIRED CLERGY WITH PERMISSION TO OFFICIATE

REV GAY HORREX

Gay and her husband John moved to Liss Forest in 2007. She had been ordained in 1996. Gay helped with the 2009 interregnum. Since then, she has been involved fully in parish life, particularly pastoral ministry. Until recently she has facilitated a Bereavement Support Group and she continues to front the monthly Sunday evening Iona communion service. She is an experienced spiritual director.



REV PETER COLEY

As well as being fully involved in the life of St Mary's, particularly children's work and residential home ministry, Peter is active in the Liss Forest community, was chair of the Residents Association and founder of the annual Fun Day. He has built links with the British Legion, Men's Shed and Liss Junior School. Both Peter and Annie (see below) value ministry as partnership and the development of ecumenical links.

REV DI TOWNSEND

Di was a primary school teacher for 25 years before being ordained priest in 1996. She moved to Liss 8 years ago to be nearer her family. Although she still ministers regularly in another parish, she takes services occasionally at St Mary's. She is involved in parish life in Liss and runs a Home Group.

REV GRAHAM HAMBORG

Graham and his wife, Ruth, moved to Liss in 2017 when Graham retired. He has been ordained for 45 years, 27 in parish ministry, 13 as a Continuing Ministerial Development Adviser for Chelmsford Diocese, and 5 in retirement. His longest parish ministry was in Twyford, Berkshire. He has an interest in scholarly study of the Old Testament and his New Cambridge Bible Commentary on Hosea, Joel and Amos is due to be published in January 2023. He has chaired the Staff Team during the vacancy.

REV LINDA ROBERTSON

Linda moved to Liss in 2020, following retirement from the parishes of Cocking with West Lavington, Bepton and Heyshott in West Sussex. Amongst other activities, she supports Sunday and midweek worship in Liss and in the wider deanery as required, and in Chichester diocese where she also holds PTO. Now a historian too, she is currently researching aspects of clerical life in Sussex in the 17th and 18th centuries, to be submitted for a PhD in 2023.

READERS

ELEANOR CHILDS (PERMISSION TO OFFICIATE)

Eleanor trained as a reader in the Diocese of Europe. Originally a teacher, she trained as a counsellor in midlife and since returning to the UK in 2011 has also trained as a spiritual director. She preaches regularly in St Mary's and occasionally in other parishes in the deanery. She is involved in planning and leading the contemporary Exalt service as well as services in the residential homes. She edits the Parish Magazine and, together with her husband, Trevor, leads a Home Group.

ANNIE COLEY (PERMISSION TO OFFICIATE)

The Coleys retired to Liss in 2011 after a working life in East Anglia and the Dioceses of Norwich and Chelmsford. Annie is an active Reader, regularly contributing to All-Age Worship, special services and community events. Currently, she is a Home Group leader, involved in pastoral initiatives and on the PCC and Standing Committee. She was a founder member of Liss Food Bank 9 years ago and steered it through lockdown before handing on to a very able successor.

IAN LAWRIE (PERMISSION TO OFFICIATE)

Ian and his wife Anne came to Liss in 1985, returning from the Netherlands where Ian was working as a Chartered Engineer for nearly 20 years. He was first licensed as a Reader in 1976. Ian has held many church, Deanery and Diocesan roles. Ian and Anne are actively involved in the Exalt service and Ian leads and preaches at Evensong each month. A pastoral role in a local care home has grown, with two services monthly, using reserved sacrament.

PENNY TAPP

Penny and Andrew moved from Bordon to Liss in 2007 and joined St Mary's church around 2009. She is a retired teacher and Andrew a retired mental health worker. Penny became a lay Minister in 2019 after training on the Portsmouth pathway. Penny preaches and assists in services. She supports community projects such as the Stepping Stones toddler group, the Food Bank and the Bereavement Café and by taking services in local homes.

LIVING HERE

Liss is made up of three areas, Liss, West Liss and Liss Forest, all within a couple of miles of each other, each having their own characteristics. It is served by Liss Parish Council and East Hants District Council. The village is situated near Petersfield and connected on a direct train line to London (70 minutes) and Portsmouth (40 minutes). The A3, A272 and A27/M27 provide easy access to Guildford, Chichester, Brighton, Southampton and Winchester; Heathrow and Gatwick airports are about an hour's journey away.



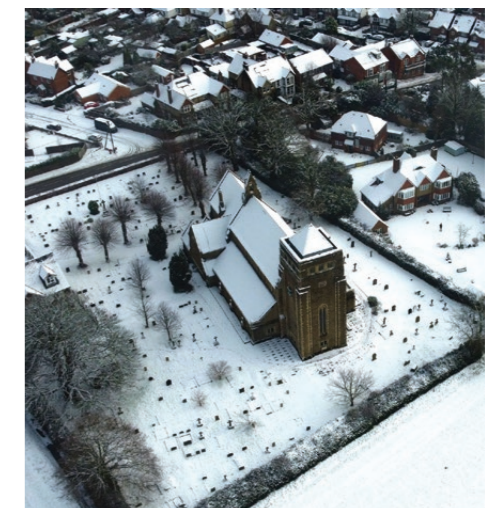
The beautiful surrounding countryside is ripe for exploring on bicycle and on foot and Liss is in close proximity to the south coast. The population of Liss was roughly 6,500 as of 2020, but a large development completed since then has swelled that number to about 7000. The population is fairly mixed. With care homes, the infant and junior school, as well as a range of excellent nearby senior schools, which combine to attract plenty of families, we feel it's quite a well-balanced community.

It's generally classed as semi-rural, with tractors thrumming through the village at harvest time and some really lovely walks through fields, but good transport links means it's not too far off the beaten track.

The centre is a little tired, but the Parish Council is planning rejuvenation. Liss won Hampshire's Village of the Year in 2017, due to the excellent village plan, community spirit and Crossover youth work. Parts of Liss that outlie the centre are well worth exploring. There are lots of active groups, several parks, four playgrounds and a few lovely small shops as well as:

- two doctors' surgeries, a dentist and vets, together with a small pharmacy
- a Tesco express with an in-store Post Office
- a number of places to eat out
- tennis and football clubs
- pre-school groups and after school activities, including Scouts and the Liss Forest Ballet School
- Pilates; Zumba; Historical Society; Horticultural Society, conservation; walking groups, language groups and craft activities
- Liss Men's Shed is very active, offering all kinds of support within the community

The popular Parish Magazine, produced by the church, is a useful resource for both church and community, providing information and a window into village life.



THE HOUSE

St Mary's rectory is next door to the church, on the west side of Liss. It is a sweeping double-fronted five-bedroomed property with three large reception rooms. There is gas-fired central heating and two open fireplaces. It overlooks an extensive private garden and large garage and has a driveway with parking for 5 cars. Behind the house are farmer's fields with easy access to the Shipwrights' Way and to various other good walks. It is in a fairly quiet location, less than five minutes' walk from the village centre, train station and shops.

It is in need of some updating, which will take place during the vacancy.



ROLE DESCRIPTION

SPIRITUALITY

- A person with a strong faith, who is prayerful, Spirit-led and discerning, who will inspire and motivate individuals and the congregation to grow in knowledge of and commitment to Christ

WORSHIP AND PREACHING

- Leading worship that brings the congregation into the presence of God
- Able to maintain a variety of worship styles, sharing the lead in preaching and teaching
- An effective preacher and teacher, practically applying Scripture to daily life

LEADERSHIP

- Able to develop a vision, set goals and to energise people working towards them.
- A team leader, enabling and encouraging the whole congregation to develop and use their individual gifts
- A good communicator, delegator, and appropriately decisive

DISCIPLESHIP

- Encouraging and setting a good example in 'apprenticeship to Jesus'
- Providing guidance, challenge, and support to individuals
- Commitment to deepening knowledge and faith in Jesus Christ for all church members

EVANGELISM

- Passionate about leading people to faith in Jesus Christ
- Can lead the church in deepening relationships with the village and finding practical ways to serve its needs

PASTORAL CARE

- Able to respond sensitively to the varied pastoral needs of the church and community
- Able to train and lead a pastoral care team
- Personal qualities of warmth, approachability and humour

RUNNING THE PARISH

- An effective chair of meetings
- Adequate organisational and IT skills

ECUMENISM

- Keen to develop strong links with other local churches
- Will fully participate in the life of the deanery and diocese



APPENDICES

APPENDIX 1 OUR CHURCH MINISTRIES

SUNDAYS

We have two worship services on a Sunday morning to cater for the different preferences of a diverse congregation:

8:30AM BOOK OF COMMON PRAYER HOLY COMMUNION (SAID)

This is held in the flexible space of the chancel for the few, mainly older, worshippers, who appreciate the stillness and quiet of this service. Often the talk/sermon to be given at the main service, or a shorter version of it, is shared.

10:15AM THE 'MAIN' SERVICE

First Sunday is All-Age Worship, often held in the round and accompanied by a variety of instruments as well as organ and piano.



Third Sunday is our second non-eucharistic service in the month, which we developed to enable the congregation to explore the theme in ways other than the standard sermon. After short input, we divide into groups for discussion, Bible study, creative prayer and crafts. Fellowship continues over a bring-and-share lunch.

Second, fourth and fifth Sundays are Common Worship Holy Communion for the whole church family, with a baby and toddler area set up (parents prefer this to a crèche) and a group for Primary school children in the Upper Room. We may follow the lectionary or devise short sermon series. Children are welcome to receive Communion alongside parents.



6:30PM

The present monthly worship pattern is an Iona-style service, BCP said Evensong with hymns, and Exalt! Exalt! is an informal and often experimental opportunity for prayer, Bible reflection, testimony and song – whatever the leader wishes to bring to the gathering. Recently it was a candlelit Taize service.

MIDWEEK

The Wednesday 9:30am Holy Communion is for a few their main service. They are very supportive of each other and clergy appreciate the pastoral opportunities of sharing with them.



FESTIVALS

We love them and fully embrace the opportunities a parish church has to celebrate. With the overhead screen, growing IT confidence, and the contribution of talented musicians, our services are becoming increasingly creative and invariably inclusive of lay participation.

ST MARY'S IN THE COMMUNITY

We take every opportunity to advertise our special services, welcome the community in and provide a constant presence in times of national importance. We have excellent ties with the Parish Council, Liss Community Association, the Junior and Infant School Federation, Scouts and Liss Brass Band, to name the major village groups. This is most evident for the annual Remembrance Service when the church is packed for this important civic occasion.

In the past year, in addition to the usual rhythms of the seasons, we have had a Pet (Animal Welfare) Service, a Jubilee Celebration, followed all too quickly by a Thanksgiving for the life of Her Majesty Queen Elizabeth, and a service of Commemoration and Thanksgiving for the bereaved.

There is always strong support for trying new ways of being church outside the building, weather- and Covid-permitting. In recent years, our Advent and Christmas outreach has included

- Advent Windows – the real meaning of Christmas lit up in a different village location each evening in December
- Carols on the Green – taken to various residential neighbourhoods with music, mince pies and mulled wine
- Lanterns in the Forest – a torchlit trail through the woods for young families, discovering ‘Bethlehem’ at journey’s end
- Carol-singing in residential homes

PRAYER

The church is open throughout daylight hours for lighting candles and quiet prayer. Prayer requests may be left in the Lady Chapel and are brought to the monthly Tuesday evening parish prayer hour.



APPENDIX 2 PATTERN OF WORSHIP

Day	Time	Service	Where held	Attendance	Music
Every Sunday	8:30am	BCP Holy Communion	Chancel	6-8 adults 0-1 child	No music
1 st Sunday	10:15am	All-Age Worship	Nave	40 adults 0-2 Under 16 4-8 Under 8 2-4 Under 3	Chosen from Organ, Piano, Music Band, Streamed
1 st Sunday	6:30pm	Iona Holy Communion	Chancel	10-14 adults	Reflective music played on iPad and speaker
2 nd and 4 th Sunday	10:15am	Parish Communion	Nave	40-50 adults 2-14 Under 16	Chosen from Organ, Piano, Streamed
2 nd Sunday	6:30pm	Evensong (Not November-February)	Chancel or Small Room	6-10 adults	Music on CD
3 rd Sunday	10:15am	Third Sunday	Nave	30-40 Adults Up to 10 under 16s	Chosen from Organ, Piano and other instruments, Streamed
4 th Sunday	6:30pm	Exalt	Chancel	20 adults	Music Band
Midweek	9:30am	Wednesday BCP Holy Communion	Chancel	6-8 adults	No music

Stats for 2021	
Electoral Roll	114
Baptisms	10 (including Deanery Confirmations)
Weddings	2
Funerals	Church Funerals 7 Crematoria 10 Burial of Ashes 2

APPENDIX 3 SOCIAL PROGRAMME

The Men's Breakfast meets most months in someone's home with typically 12-15 sharing breakfast, chat and a relevant topic, generally introduced by a member of the group or by a visitor. Some have little or no connection with our church. The group has also held a barbecue, been on a hike and ten-pin bowling.

A Ladies' Breakfast group also meets monthly on the same day as the men, at a local deer farm park. An annual ladies Christmas meal is held at a locally chosen venue with a wide age range and around thirty attending.

G&T (Garden & Tea) became a very popular afternoon tea event during Covid when 6 people could meet outside and has continued to run since. With a series of dates offered, during summer 2021 over 50 guests enjoyed afternoon tea and good company, often meeting new people and making new friends. Families joined in at larger venues at the weekend.

Newcomers' meals are held from time to time. Also rambles in the summer months.

There has been a long tradition of a Church Fete, which has stopped through Covid and the vacancy.

APPENDIX 4 CHURCH BUILDINGS

The church building is large and open, with a wide nave, a polished wooden floor and chairs not pews, enabling us to run services in a variety of formats. The whole interior of the church was renovated in 2018-9, with the removal of the old organ and chancel pews, the renewal of the heating and electrical systems, toilets and a fully-equipped kitchen which can serve refreshments for large groups and meals for smaller groups. The church is fitted with a high-quality audio and projection system, a parlour grand piano and a modern three-keyboard digital organ. The church lighting has been completely renewed with flexible LED lighting. The church has comfortable modern chairs which are moved frequently for our various needs.



Unexpectedly, the tiled roof needs replacement earlier than planned. The whole project has been approved by the DAC and the first phase (chancel

roof) is funded and will be completed in Spring 2023. The main roof is slightly less urgent and significant fundraising is planned.

PARISH OFFICE

The Parish Office is a small room at the front of the church building with its space shared as a vestry and for communion and service preparation. Office equipment includes a photocopier, laptop and answerphone. The church AV sound junction unit is in the office, as is a sink and the heating and electrical controls for the building.

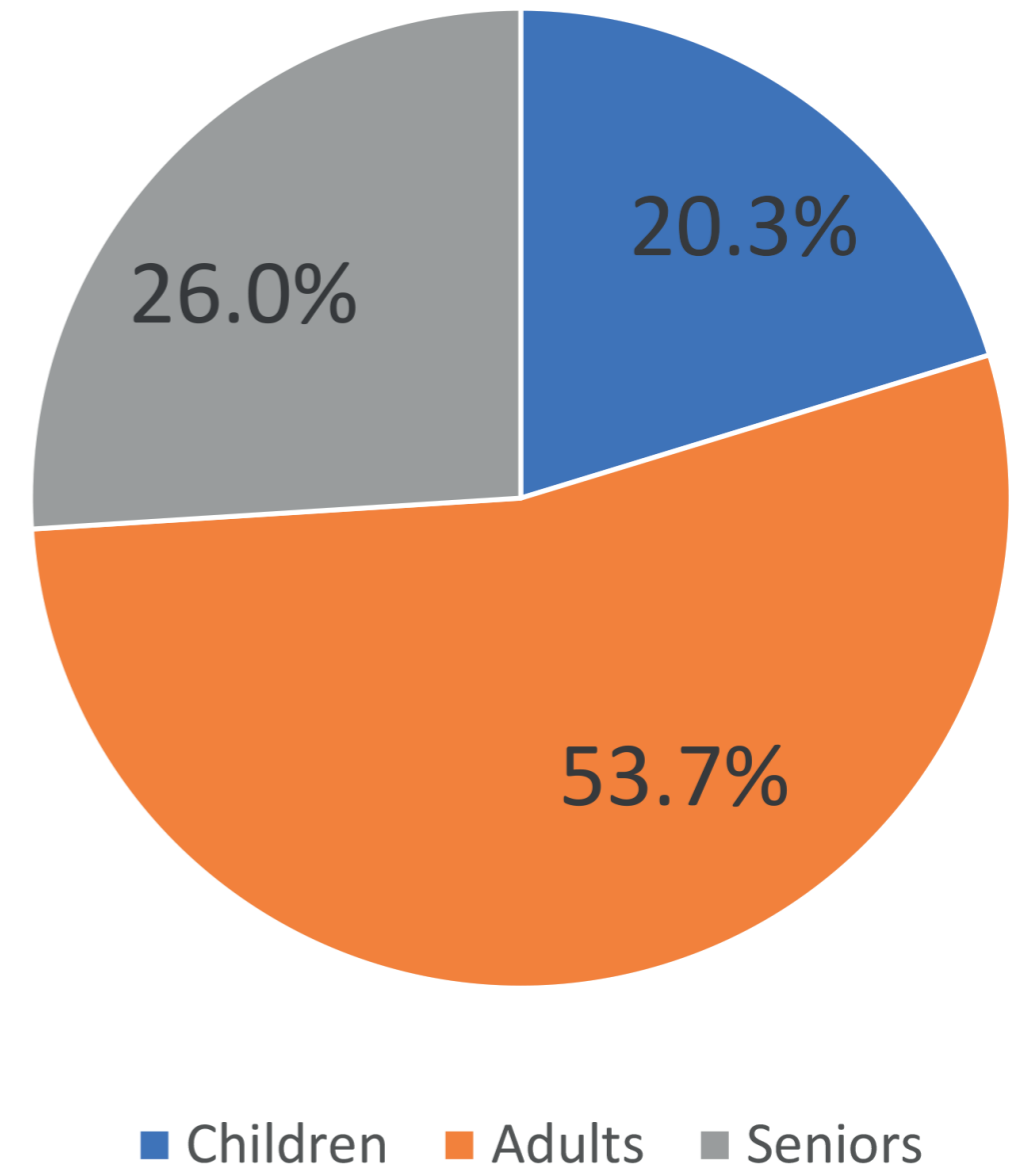
CHURCH HALL

The hall was built in c.2000. Never fully used, it was rented to a playschool for some years, and latterly is under a 10-year lease to Crossover. There are 2 mid-sized rooms, a kitchenette, storage space, an office and toilets. Because of the lack of alternative accommodation for Crossover, it is likely that the lease will continue in the long-term.



APPENDIX 5 LOCAL STATISTICAL INFORMATION

Liss Population Composition



APPENDIX 6 DISCIPLESHIP AND STUDY PROGRAMMES

HOME GROUPS

Seven Home Groups meet regularly at various times of the day. Groups follow either individual material or a study programme shared by all groups. Groups all followed 'Living in Love & Faith' during 2022. Home Groups share meals and social events together.

LENT COURSE

Lent often provides an opportunity for groups to study together at church. In April 2022, the film *The Way* was shown and a course on pilgrimage was followed. Meals were held on some evenings. In 2018, John Mark Comer's 'Apprentices of Jesus' had high attendance.

LENT COURSE 2023

'Understanding the Old Testament' will take place as a whole church group for church and Deanery, led by two members of the Staff team.

RETREAT DAY

A spiritual day is planned for spring 2023.

APPENDIX 7 CHURCH FINANCES

The forecast for 2022 is total receipts of £98,000 and total expenditure of £111,000, resulting in a deficit for the year of £13,000. A congregation fundraising initiative in 2022 only compensated for the loss of several regular givers, and a further initiative will be taken early next year.

The former church hall is leased to Crossover Youth Centre for 10 years to December 2025. A rent review in early 2021, determined a 2023 rent of £8700, rising to incrementally to £9400 by 2025.

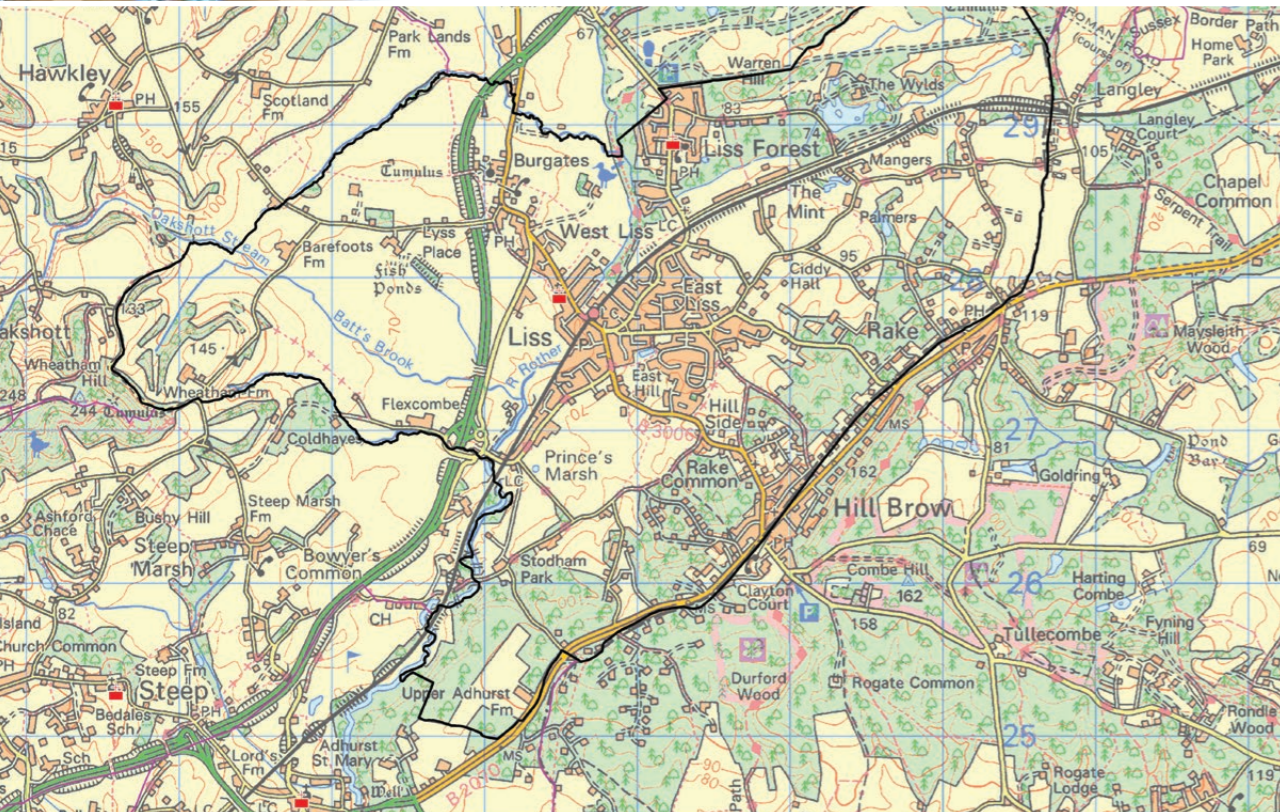
The property is valued for insurance purposes at £385,000.

It is PCC policy to maintain £25,000 in bank accounts for future unrestricted expenses. Current cash reserves are £19500, and investments, in process of sale, are valued at £50,000. Designated funds are £69814 for re-roofing and £45756 in a restricted and designated funds for children and youth. The re-roofing of the chancel next Spring is anticipated to cost approx. £75,000, for which a conditional grant offer of £7000 has been received. Reroofing over the nave and side aisle to complete the project will require a major fundraising initiatives and grant applications. Current estimated costs are in excess of £130,000 although the project is unlikely to be undertaken before 2024. Meanwhile the roof will continue to need occasional repairs due to weather damage.

The church has committed to charitable giving as a percentage of income, gradually increasing from 5 to 10%. For 2022 giving will be £750 to each of 4 charities, to which we committed for 3 years in 2020. In addition we have paid a yearly grant to Crossover Youth Centre of £1800 for a number of years.

The church has a competent finance committee meeting 3-4 times a year. Day to day cash management is by our Parish Administrator and our current deputising treasurer who is standing down at the April APCM this year. As yet, no successor has been found among the congregation.

APPENDIX 8 PARISH MAP



APPENDIX 9 MISSION ACTION PLAN

This is a shortened version of the whole document, giving the key actions agreed by the PCC and the Staff Team.

We are off to a good start!

OUR MISSION

‘Being with Jesus, Becoming like Jesus, Doing what Jesus did’

During the Vacancy, Our priorities are:

- Focus on the activities we do well already, see if we can increase their impact, help the effectiveness of other activities.
- Limit new activities to a few we are sure can be resourced and followed through.
- Make prayer an absolute priority, involving the whole congregation, with encouragement and good weekly communications.

The plan is divided into 3 sections, Growing in Depth, in Impact and in Numbers.

GROWING IN DEPTH

- Continue the monthly prayer gathering, in an engaging way, increasing the awareness and building on the excellent 3-monthly prayer gathering with its longer more structured and varied format.
- A Spiritual Retreat Day in the New Year.
- At least one Sunday morning services sermon series, advertised ahead, attendance encouraged, and possibly linked to home group studies. *Taking place in October, linked to our Mission Statement.*
- Promotion of daily personal times with God. Provide helpful materials and apps, use Parish Magazine, encourage from the pulpit.

- **Lent course** as a whole church group. *Agreed as 'Understanding the Old Testament' led by Rev Graham Hamborg and Rev Linda Robertson.*
- **Home groups.** Raise the awareness of groups and train leaders.
- **Exalt's contemporary evening service and Iona's Celtic evening communion.** Build on their success

GROWING IN IMPACT

- **Stepping Stones.** Continue to stretch impact of this very successful activity through relationships and friendship similar action with WLTD0 to follow.
- **Promote the church monthly magazine.**
- **Advertise and support the new Bereavement Café.** Promote across the deanery. *Off to a good start.*
- **Consider a Coordinator for contact with homes for the elderly, and a Pastoral Coordinator.** Under consideration by the Staff team.
- **Build on the Men's breakfast** with occasional extra activities (Summer BBQ, Bowling, Curry night). Maintain short Christian content of meetings and time for friendship.
- **Deepen link with local schools.** Seek a regular assembly slot. *Agreed with primary school.* Assess an after-school activity-perhaps Messy Church. Seek other opportunities.
- **G and T (Garden and Tea)** invites continue our successful format to help congregation meet and get to know each other informally. Extend informally to neighbours.
- **Promote the use of our building** but also finding a way to start visitors journey to faith. Literature? Use of the Lady Chapel for prayer? Film night? Liss Band, other concerts, etc. *(4 booked September till December)*
- **An Afternoon Group,** perhaps similar to that at Sheet, for older people with activities of interest and a spiritual input or short service.

GROW IN NUMBERS

- **Increased preparation for baptism and for marriage and follow up.** Also follow up bereaved. 'Cradle to grave' concept. *Started.*
- **Messy church** or toddler church to be thought through. (need volunteers!)
- **Explore how the Wednesday morning communion** might be extended. Coffee? Activities?
- **Ensure our 'welcome' ism maintained for visitors.** A real strength of our church.
- **Make the most of festivals/seasons/rhythms of life,** etc., grasping the opportunity a parish church has in the community. *In the forward service plan.*

Much included in Impact is relevant to Growth

BEING CONSIDERED FURTHER

- **Toddler Church.** A real need as infants are growing out of Stepping Stones.
- **Think through and run one course over the year** meeting a village need. Money management? Life skills? Parenting? Couples? Wellbeing?
- **Interaction with other village youth activities.** Explore how we can help their work, and what we might do. *Crossover presenting on Sunday 15th January morning service.*
- **A general increase of publicity** and interaction with the village.
- **Deepen the contact and relationship with village institutions** eg Triangle Centre, Parish Council, British Legion, Schools. Groups to increase our mutual awareness

Please read, think and pray about the initiatives listed. Are we focussed on the right areas and actions? Could you be involved in any way?

Please talk with any member of the PCC or staff team about your ideas or concerns, and most of all be constant in prayer for each other and for our church.

APPENDIX 10 DEANERY ROLE, GROWING FAITH

Along with all incumbency posts in the Deanery of Petersfield, the Incumbency of St Mary's, Liss will include the **Deanery Lead Role (0.3) for 'Growing Faith: Children, Young People and their Families'**.

WHAT IS 'GROWING FAITH' AND WHY IS IT ATTACHED TO ST MARY'S LISS?

Reaching children and young people with the love of God in Christ is a key priority for us as a diocese and deanery. The 'Growing Faith' initiative of the Church of England states: The Growing Faith Adventure is a call for the renewal of hearts and minds so that it becomes second nature to include and value children, young people and households in every aspect of church life for the lifelong formation of faith in the whole of life' (Feb 2020). To this end, Growing Faith seeks to bring together the three spheres of church, households and schools – in how we think and what we do – for ministry with children and young people.

Petersfield Deanery has existing very strong connections with local primary schools, and some positive engagement with secondary schools on which to build.

St Mary's has a long history of engaging imaginatively with young people in the area, and has a strong desire and readiness to grow further in this work in the immediate future. This makes Liss an ideal place for the Growing Faith Lead to be based.

WHAT IS THE AIM OF THE ROLE?

Supporting and equipping deanery churches by building a

strategy **to increase the opportunity for children and young people to experience the love of God in Christ** through their churches, schools and households.

Our Deanery Plan states that, with God's help and support, over a five-year period we want to see churches working together to grow our congregations and to make a positive difference for people of all ages, and to see more children, young people, and young adults engaging with our churches

Working across the deanery means collaborating with Deanery Chapter colleagues in their parish and lead roles, and developing a Task Group to support this area of work (lay and ordained). Parish clergy will rely on Lead Role holders to equip and support work among children, young people and families in their parishes, but not to carry it out for them. They will expect the Lead Role holder to be the person initiating and planning any deanery level events and training.

WILL THIS BE A BETTER WAY OF WORKING OR JUST BE MORE TO FIT IN?

Benefits to clergy include the satisfaction and experience of working in a strategic and substantial way at a higher level than is normally possible while being parish-based. It will enable clergy to minister beyond their parish boundaries, sharing gifts and skills, galvanising lay engagement, and building deanery relationships and cooperation.

Clergy and churches can benefit from the focus and experience of their deanery colleagues contributing to the life of their church in other areas, while working to their strengths in their own deanery roles.

As this will be a new way of working for all our parishes and clergy we will be learning together. It will be important to look after each other (and ourselves) to ensure that we are not attempting to do too much, but to build lay engagement at a parish level, to be wise about what we can and cannot manage, and to take proper time off.

CURRENT PRIORITIES FOR LEAD ROLES INCLUDE:

- Growing Faith: Children, Young People and their Families

- Mission, Evangelism and Outreach
- Discipleship and Spirituality
- Anna Chaplaincy/Older adults; Developing Lay Ministry; Area Dean

WHAT IS INVOLVED IN THE GROWING FAITH LEAD ROLE?

Working cooperatively and supportively with the deanery clergy to build and enact a strategy to:

- Build on existing good practice with local schools
- Further develop relationships in schools
- Develop relationships with members of households connected with schools
- Grow prayer across school communities (parents/carers and staff)
- Build a team of volunteers to support and develop the ministry in this area
- Explore the potential of a Deanery post of Youth and Children's Minister by 2025

WHAT PRIORITIES WOULD YOU HAVE IN THE FIRST 18 MONTHS?

The initial period of this new role will be critical in establishing priorities for action in the coming 3 years (and beyond) through:

RESEARCH

- Identify the situation
- Where and who are the children and young people in our parishes?
- What are their needs and interests?
- What good practice and impact with children and young people already exists?
- Where are the gaps?

DEVELOPING RELATIONSHIPS AND BUILDING SUPPORT

- Identify
 - People who are presently (and potentially) volunteers/employed people leading youth and children's work in the deanery? What ongoing support and training do they need?
- Develop relationships and opportunities with senior schools (working with Deanery Lead in Senior Schools as/when appointed)
- How can local churches build and sustain good relationships and connections with households of school students?
- How can school staff and parents/carers be supported and encouraged?

STRATEGY

- Identify actions and priorities
- Develop a strategy for good practice to be developed and shared across our churches and schools
- Explore potential areas of ministry with and for lay and ordained colleagues to support 'Growing Faith', such as
 - Care for the planet/eco church
 - Mental health needs
 - Parenting support, etc.

ACTION


- What support, resources, training, etc., will be offered to engage deanery churches in Growing Faith priorities?
- How we know when our actions and priorities will be fulfilled?

REVIEW AND UPDATE

- What has been working well? What needs to be changed and updated?

HOW DOES IT WORK?

Each of the Deanery Lead Roles are for 3 years, renewable, to allow projects to be completed and for clergy and the whole Deanery to respond to God's leading. The role can be renewed for a further 3 years. However, with the agreement of the Deanery, clergy may change roles if a project has been



completed, if the lead is no longer needed, if it is time for a fresh approach to that lead area, if a more urgent and important priority has become evident, or if the holder of the role wishes to look to a new challenge at a deanery level. This is why all the roles represent a nominal 0.3 post to enable clergy to change between roles.

Please do contact Rev Dr Susie Collingridge (Area Dean) if you would like to talk more about this aspect of the post. She would be delighted to hear from you: susie.collingridge@gmail.com.

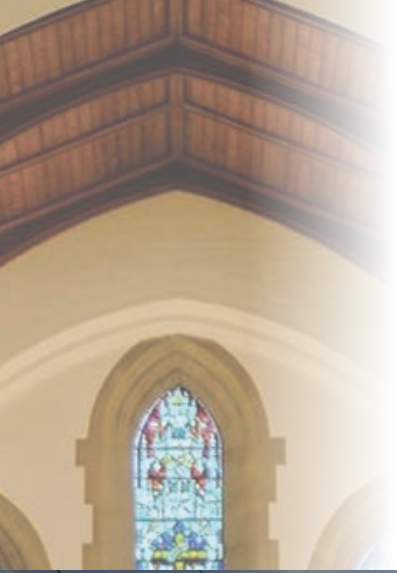
APPENDIX 11 INTRODUCTION TO THE DIOCESE

The Diocese of Portsmouth stretches across south-east Hampshire and includes the whole of the Isle of Wight. It includes 139 parishes, from Botley in the west to Emsworth in the east, and from Blackmoor in the north to Ventnor on south side of the Isle of Wight. It includes diverse communities, ranging from the densely populated and relatively deprived parts of inner-city Portsmouth, to rural villages in Hampshire; and from a range of seaside towns on the Isle of Wight to suburban communities west of Fareham and Gosport. In total, it covers 420 square miles and has a population of 784,000.

The Diocese of Portsmouth has 170 churches, ranging from historic listed buildings to brand new, purpose-built churches. There are around 150 clergy serving in those churches and their parishes, around 50 of whom are self-supporting. There are also around 70 licensed lay ministers who help with leading services and pastoral work. Around 13,500 people regularly worship in our churches, on Sundays and during the week. Attendance numbers have been declining over the past 10 years, but there are particular congregations that have grown. Only a tiny number of churches have been closed in recent years.

Parishes and chaplaincies within the diocese are supported by a small diocesan team, based in Peninsular House, Portsmouth. These officers support parishes and church schools, administer clergy housing and stipends, manage its property portfolio, promote social justice, handle communications, manage safeguarding procedures, and run a variety of training courses. The Diocesan Secretary oversees these staff. Separate teams of staff are employed in the bishop's office and for the three archdeacons. There is no suffragan bishop.

The diocese includes 41 Church of England schools in south-east Hampshire and the Isle of Wight. These are still mostly schools funded by the local authority, but the diocese supports them with regard to governance and admissions,



building projects, Christian ethos, RE and recruitment of headteachers. The education team supports schools across both Portsmouth and Winchester dioceses, under the authority of a Joint Board of Education. Two schools on the Isle of Wight are joint Church of England/Roman Catholic schools.



Bishop Jonathan Frost was installed in March 2022, and has shared his vision for the diocese – a place where all are invited into a life-enhancing encounter with Jesus Christ. It should be a place where children, young people and young adults are given a particular priority; and where ministry to the elderly is supported by a network of Anna Chaplains, working in every locality. The vision is encapsulated by a vocational call to all Christians, entitled **Live | Pray |**

Serve, which has been supported by strategic funding from the national Church of England to promote the planting of new congregations and a network of pioneer ministers. You can read more about our vision and vocation at portsmouth.anglican.org/liveprayserve.



The Diocese of Portsmouth is one of the smallest dioceses in the Church of England, but has often “punched above its weight”, with senior staff and diocesan officers involved in the national Church, managing joint projects or implementing innovative ideas. Financially, the payment of parish share has always been good – but the recent Covid pandemic has resulted in some financial challenges.

There is a range of churchmanship across all traditions within the diocese, few parishes deliberately exclude themselves from deanery and diocesan initiatives, and our smaller, family feel means that most clergy and lay leaders know and respect each other.



**Diocese
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**THE CHURCH
OF ENGLAND**