



St Marks Church

Pennington

To love, to serve, to give to all – in Jesus' Name



*Is this
you?*

2017 Parish Profile





Welcome to this Benefice Profile and Role Description ...and welcome to the Diocese of Winchester!



DIOCESE of
WINCHESTER

At the heart of
our life here is
the desire to be
always Living

the Mission of Jesus. We are engaged in a strategic process to deliver a mission-shaped Diocese, in which parochial, pastoral and new forms of pioneering and radical ministry all flourish. Infused with God's missionary Spirit we want three character traits to be clearly visible in how we live:

- **Passionate personal spirituality;**
- **Pioneering faith communities;**
- **Prophetic global citizenship.**

The Diocese of Winchester is an exciting place to be at the moment. We wait with eager anticipation to see how this process will unfold. We pray that, if God is calling you to join us in his mission in this part of the world, he will make his will abundantly clear to you.

"As the Father sent me so I send you ... Receive the Spirit" (*John 20:21*)

WWW.WINCHESTER.ANGLICAN.ORG/RESOURCES-ARCHIVE/?s=&RESOURCECATEGORY=MISSION-ACTION-PLANNING



+ Timothy Winton

Tim Dakin
Bishop of Winchester



+ Jonathan
Southampton

Jonathan Frost
Bishop of Southampton

Lyndhurst Deanery

The deanery has a mix of suburban, market town and village parishes and is located in the south of the diocese, within the archdeaconry of Bournemouth. The life of the deanery includes an active Synod and a friendly and supportive Chapter. We work together to find ways to enable all the people of our parishes to live out their calling in our shared mission and ministry. To do this we have formed partnerships and groupings amongst our benefices to help make the best use of our resources. We encourage all our stipendiary clergy to be active within the deanery so that their skills and gifts can be used to build up the whole deanery.



Peter Salisbury

Peter Salisbury
Area Dean of Lyndhurst



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Our vision for you





Our vision for our new Priest in Charge

With a very capable associate priest leading our established services and members of our congregation actively pursuing further training through the diocese – as well as others stepping up to lead sermons – we have a core team who actively support the regular services in church. Members of the congregations lead the intercessions and act as servers, acolytes and greeters. All of this means the new priest will have a strong support team – ensuring that they will have time to step out of the church and into the community, to further our mission and existing initiatives (see page 11) – as well as develop new ideas.

Indeed, we would expect you to spend around 60% of your time *away* from St Mark's church - we would be happy to discuss the practicalities of this at interview. We recognise that it is vitally important that we are able to spread the mission outside of the church, communicating with non-church goers in our close-knit community – helping towards existing outreach (such as messy church and friendship lunches) and working towards new initiatives.

As part of this, we are committed to ensuring that a good deal of parochial administration will be done by lay people, and also that there is a clear commitment from those authorised for liturgical ministry to offer extensive support. This may mean amending our service provision to ensure there can be a sustainable pattern of services to serve the existing congregation.

We have a strong team within our church family who are already out in the community working to spread our mission through our village. With members that cover a wide range of skills from the IT savvy to organisers of people to personable and relatable individuals, we will support you in the additional outreach that we need to see in our parish: we look to your enthusiasm to lead us forward.

In line with our parish mission action plan (pMAP), we recognise the need to establish a satellite church plant that can reach those who may recognise a need for God in their lives, but find traditional and formal church life a barrier – quite likely outside of the traditional building of St Mark's itself. Indeed, this was attempted shortly after the drafting of our pMAP – but was unsuccessful due to insufficient planning at the time. We fully intend to launch this initiative again but with greater planning, thought and prayer – and would welcome your experience and drive to ensure this can be a success.

Your remaining time? We look for you to support and work with our existing congregation, who are keen to get behind a strong leader in faith.

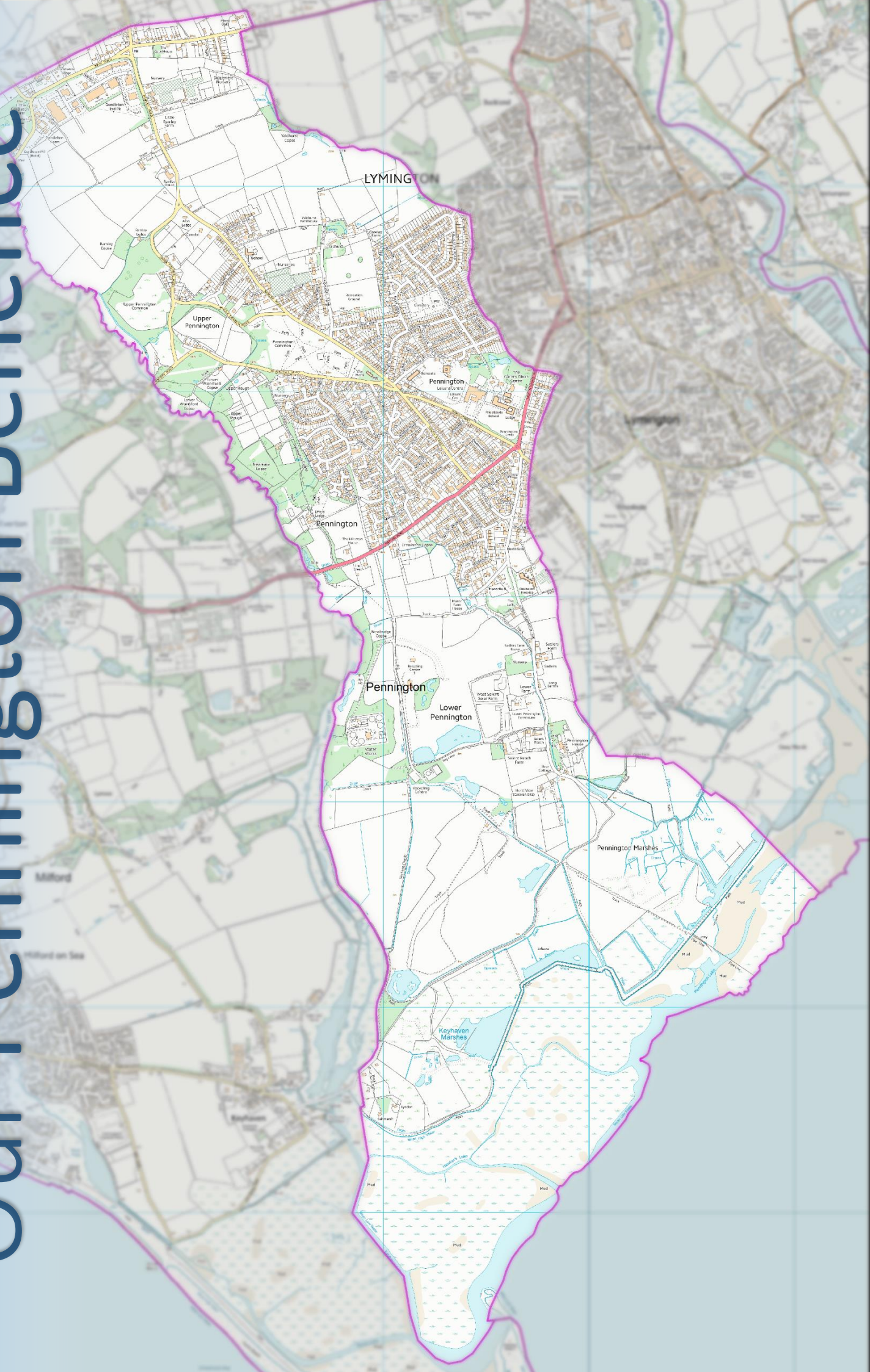
Working with our neighbouring parish

St Mark's church is keen to work with groups in the wider community, outside of the building of St Mark. Within the Lyndhurst Deanery Mission and Pastoral Plan, there is a recognition of the need to work more closely together with neighbouring parishes. There is therefore a proposed cluster between the parish of St Mark, Pennington and our neighbouring parish of St Thomas, Lymington.

The cluster is a commitment between our parishes to work together in defined areas of ministry and mission and that the content of this agreement will be something to be worked on by the two parishes, once our new incumbent is in place.

There are plans that straddle both Lymington and Pennington parishes to greatly increase the number of homes and we envisage that any mission of outreach is very likely to bear greater success, if we work together with Lymington parish. Although both parishes have different challenges for outreach, there is certainly overlap where working more closely together can yield greater success in engaging our respective communities with the mission of Jesus.

Our Pennington Benefice





Our Pennington Benefice



Our Victorian Parish Church of St Mark is a single Parish Benefice, with the only church in the centre of the village of Pennington, serving a small but expanding community of about 6,000. There are two small shopping centres for the convenience of the two areas of high population, with many young families living near the centre of the village square.

We are surrounded by affluent parishes (Lymington, Milford, Sway and Brockenhurst). While we are not an affluent parish (*Diocesan Affluence grade D*) we manage our finances wisely (*Appendix 13*) and keep our church in a good state of repair.

We are well served by three schools (Infant School, Church of England Junior School and secondary) and have formed links with the local Catholic primary school in the village (*Appendix 1*). As well as this, there are three pre-school groups to cater for the younger age range of the parish and a public recreation centre with swimming pool and gym facilities.



There are two community halls in the village, the Church Centre and the Women's Institute Hall, of which the WI Hall is commonly hired by the church for fetes. St Mark's church collaborates with the Pennington WI at occasional events (*Appendix 12*). Our Church Centre (*Appendix 2*) is used for church gatherings and hiring to various village groups in and around Pennington. The PCC have approved plans for modernising it. There is also a very



active award-winning Pennington Sports and Social Club. We have three residential nursing care homes in Pennington (*Appendix 3*). Pennington also is home to a Scout and Guide hut, well used by local Brownies, Guides, Cubs, Beavers and Scout groups: we are working towards forging links with the local Beavers group and have church members playing an active role within the Brownie and Girl Guide groups.

The parish is in a semi-rural area which lies partly within the New Forest National Park. The marshes at its southern edge reach down to the sea. It is midway between Bournemouth and Southampton with

good rail and bus networks linking this area to the cities.



Our Community





Our Community

We believe that St Mark's community is about the people.

We have over 100 people on our electoral roll with about 60 people attending a variety of services on Sundays. An appreciable proportion of people come to this church from outside the benefice boundary: the majority do not have a pre-existing connection with the parish – but they have told us that St Mark's church is so welcoming and gladly made it their spiritual home.

Approximately 75% of the population of Pennington is under 64 (18 – 64 years) and 20% under 17 (2016 census).

The church congregations have varying outlooks which range from the traditional to the modern. We also have a lively group of young families joining in our Wednesday Messy Church activities after school. (*Appendix 4*)

We hold four services most weeks (*Appendix 5*) with a traditional Book of Common Prayer 8am Sunday service being one of the most popular. Following this, our Family Worship appeals to many too, including a variety of Communion and informal services. To bring our congregations together, we serve coffee from our new kitchenette between the two services.

In the evening, we have a traditional Evensong service twice a month.

Many of the villagers don't worship regularly with us, but they feel they belong to the church and wish to celebrate baptisms, marriages here – and at their end, they also want to be buried in the Environmental award-winning churchyard. We are a popular venue for weddings with bookings through 2017 and 2018 already confirmed.

Luke and Kayley decided to get married at St Mark's church because:

'... Luke has a long family history with the church, from weddings to christenings and also funerals. It has always been a part of their family and when we decided to get married, we felt that it was an easy decision to make as I certainly wanted to feel part of their history.'

The church feels very warming and welcoming and although it is not our local church, we feel very at ease here and we feel that we could not ask for a more beautiful church.'

Paul and Samantha decided to get married at St Mark's church because:

'The welcome we received through this church was phenomenal. St Mark's church is Samantha's family church, hence our decision to marry here. However for me, a devout atheist before, my eyes were opened to what I'd been missing all my life – so much so that I'm now a regular in the choir, look after the website, edit the magazine and put together the document you're reading now!'



The baptism of Charlotte, daughter of one of our superb sopranos!



Another couple come together as husband and wife.

Faith and fellowship





Managing the growth of faith and fellowship through St Mark's Church

Faith and fellowship isn't just within St Mark's church and we recognise the need to be outside as much as inside the walls of our church itself. Here are some of our popular initiatives:

Messy Church

Embracing the Messy Church initiative in Pennington, under the leadership of Sandy Negrescu, we lead monthly services to cater for young families who might normally find the traditional idea of church daunting. Sandy has links as a governor on the local primary and junior schools to successfully advertise this service to local families and heads up a team to make this a popular event.

Friendship Lunch

With four very capable cooks making tasty and balanced meals, we offer monthly a lunch for the more vulnerable members of our community. An enthusiastic team of helpers ensure good company and fellowship to individuals who may otherwise not socialise with others. Once a year, we extend this into a 'Holiday at home' event – offering the enjoyment and experience of a holiday to those who may not be able to enjoy this alone.

Pennington Good Neighbours

Our newly launched community visiting group will offer befriending to those in need, with training and support from the Good Neighbours scheme.

Worship

Reviews the services to improve the delivery of the message we are giving out and plans future services. This committee has previously recommended to the PCC changes to the times of our services, to enable a more attractive time for local members of our community – as well as initiating mid-week informal times of reflection, at various places around the village.

Publicity, Magazine and Website team

Produce an up-to-date and user friendly website, a monthly magazine and the publicity for events and services.

Events team

Our events team engage members of our community who contribute to the running of our church through these social events. This team organises the events throughout the year and coordinates the publicity and refreshments. However, fundraising isn't the priority here: taking the mission to the community through social events is paramount.

Buildings group

Keeps the maintenance of the buildings up to date and has organised the conservation of our wall paintings and organ.

Churchyard team

Manages the churchyard, organises the work of the Community Payback teams and plans the community Churchyard Tidy up.

Finance team

Supports the treasurer. We belong to the Parish Giving and Parish Buying Scheme.

Our Vision





Our Vision

Our vision links to our **Parish Mission Action Plan (pMAP)** (*Appendix 6*) and strategic priorities which is to increase our work with children and establish a church plant. Some ideas reflected in our pMAP have been initiated (see below) and we are looking for someone with new ideas to take us forward in our vision and help us make relationships within the community. The time line indicates we are in year 3 of our pMAP but at present in our current situation the interregnum we are still working to complete year two active inputs as our plans are on hold until a pioneering minister helps us to succeed in these plans.

The pMAP follows a number of 'Strategic Priorities' (SP), which we feel will work most effectively within Pennington to further our goal of engaging the word of Christ within the local community.

Strategic Priority 1 (SP1) - Establish a church plant.



Messy Church has been a successful innovation.

After finding that the WI has applied for grants to update their hall, talks took place to consider selling the church hall and investing in sharing the WI hall. This was agreed in principal but now, due to the interregnum, nothing can be done until a new incumbent is installed.

Year two input: develop a new service during the week. 'Time for God, time for you' was initiated but had no support from non-church goers despite advertising.

SP2 - Practice Discipleship

Each secular parish organization would have a church member present.

Pennington Sports and Social Club attended by a PCC member. They declined further input (a church service there, requested by our Associate Priest). WI and U3A have plenty of members from our church attending. Pennington Residents Association also has a PCC member attending. Training volunteers in discipleship to bring Christianity to secular situations has not been initiated, therefore our priest needs to identify and meet with volunteers to discuss training in discipleship.

SP3 - Engage with 11 to 16 years

We were in discussion regarding starting a youth club in Pennington, when Councillor Martina Humber, who is a member of our congregation, started one in Lymington (including Pennington young people *Pennington Community Action Group Initiative*) meeting in Lymington Community Centre, as there is no suitable venue with large storage space in Pennington. We will be watching its progress with interest as youth clubs have been tried previously in Pennington, on a number of occasions, and all have failed.

It has been decided to concentrate on under 11's with the objective of integrating them with the church family. The previous incumbent developed very good relationships with both Pennington Junior School (a Church of England school) and Infants' School and therefore it has been decided to concentrate on the younger age range. We are now taking this further with 'Open the Book' – a play, reading and acting event in Pennington Junior School.

The Vicarage





The Vicarage

29 Ramley Road, Pennington Hampshire

The Vicarage is a two-minute level walk down the road from the church and overlooks Pennington Common. It has a front garden, private rear garden and off-road parking. Inside there are 4 bedrooms and 1 bathroom and solar panels on the roof.



The vicarage frontage, with solar panels on the roof



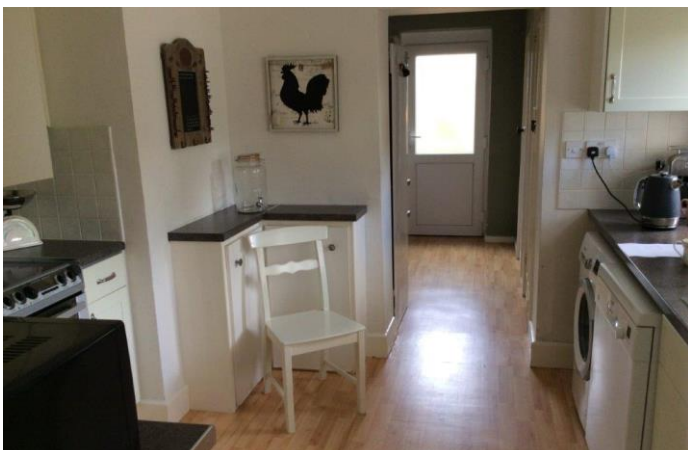
The lounge



The front garden with off road parking, overlooking the common



Patio doors leading on to a large rear garden mainly laid to lawn



A spacious kitchen leading on to a utility room



Master bedroom

Appendices

The background of the slide features a series of overlapping, wavy, organic shapes in various shades of blue and white, creating a fluid, water-like effect. The shapes are layered, with some appearing more prominent than others, giving a sense of depth and movement.



Appendices

1. Our Schools



Pennington Church of England Junior School:

The children take services at Christmas, Easter, Harvest and Remembrance in church; they research into the church background in faith and history; an 'Open the Book' service is being introduced at Pennington Junior School; St Mark's Church fund the costs of their Leavers' ceremony in Winchester Cathedral.

- **Website:** <http://www.penningtonjunior.com>
- **Ofsted:** <https://reports.ofsted.gov.uk/provider/files/2262257/urn/116307.pdf>



Pennington Infants' School: we have recently established links here. The children come to the church for services at Christmas, Easter, Harvest and Remembrance.

- **Website:** <http://www.pennington-inf.hants.sch.uk>
- **Ofsted:** www.pennington-inf.hants.sch.uk/ofsted-reports



Priestlands Mixed Academy Secondary School

- **Website:** <http://www.priestlands.hants.sch.uk>
- **Ofsted:** <http://www.priestlands.hants.sch.uk/Ofsted>



Our Lady and St Joseph's Catholic Primary School links have been made on Remembrance Day



Preschools

- Little Wrens
- Little Orchards
- Pennington Village Pre-School



2. Our Church Centre

Our Church Centre is used throughout the week and month for a range of groups and activities.



Weekdays in Church Centre

Mon	13:45 – 14:45	Pilates
	15:30 – 20:15	Children's Dancing
Tue	09:30 – 10:30	Zumba
	13:30 – 16:00	NHS Retirement Fellowship (<i>1st Tuesday only</i>)
	13:30 – 16:00	Strictly Come Crafting (<i>2nd and 4th Tuesdays</i>)
	18:15 – 19:15	Pilates
Wed	10:15 – 11:30	Coffee Mornings
	15:30 – 17:15	Messy Church (<i>once a month, see calendar</i>)
Thu	12:30	Friendship Lunch (<i>1st Thursday only</i>)
	18:15 – 20:15	Pilates

There is a weekly coffee morning which has this year initiated a 'Reflections' time for discussion of a gospel reading. Messy Church is held here once a month, as well as our monthly Friendship Lunch. Twice a month we hold a Craft session when church regulars join non-church members and groups with special needs to make cards, embroider, knit and chat together over tea and cakes.

Church members' activities include yearly quizzes and Harvest Lunch as well as the APCM which follows a lively cheese and wine supper.



*Our hall plays host to the farewell service to our priest,
Alex Russell*



Raffle at a Christmas fayre



3. Care Homes



Over 80 people are resident in the 3 care homes in our benefice: Freegrove, Thornfield and Belmore Lodge. We take Holy Communion to the homes once a month and nearly half of those that are able, attend this service.

We have a strong relationship with Belmore Lodge. The All Souls' service was a most moving service joined by care staff who led prayers for the bereaved families of the residents. They also joined with us for Carol singing and Christmas readings. Several residents came over to the church to have a look at the restoration of the wall paintings.

They have chosen St Mark's Church as their charity in 2017.



Home communion at Belmore Lodge



Belmore Lodge resident Margaret Stancliffe, seated, with, l-r: fellow resident Mary Malcom, Colten Care team member Mandy Davey, Churchwarden and Treasurer Teresa Nivison, Revd Anne Elliott, Belmore Lodge Activity Organiser Claire Fryer and resident Christopher George.

As Claire Fryer, Activities Organiser says:

'Belmore Lodge are looking forward to working alongside St Mark's church this year to help raise funds to restore the paintings in the church and participating in their services.'



4. Messy Church

We in the Messy Church team provide children and parents with opportunities to play and create, and have a meal together. The children and parents get a positive, fun experience of the Bible events and stories, what God is like and how they and we can live life as Christians.

We start with our chosen activities from the Messy Church magazine, the children working their way round the crafts and learning from the theme of the day and making a dessert for later. Then they gather together to hear and/or act the story, sing songs, say the Messy Church prayer and finally sit down together to eat the meal.



Games



Bible story time



Dinner!



Messy Church with paper crafts



5. Our Church Services



Our varied Sunday morning services:

- **8am** – 'Said' Holy Communion according to the Book of Common Prayer
- **Main Morning** – All age services that include Celtic Communion, Iona, family communion and also more informal services, which cater to a wide range of individuals.

In the evening, our services are normally as follows – but can vary seasonally:

- **On the 1st Sunday of each month – 6pm** – Evensong with Act of Healing (in place of the evening sermon)
- **On the 3rd Sunday of each month – 6pm** – Evensong (with sermon)

On Wednesday mornings, we hold a shorter communion service at 11:30am, followed by fish and chips lunch at 12noon.



Easter fire



Crib service – popular with kids both big and small!



Members of our choir perform a special piece



Hannah lights our Advent candle



6. Our Parish Mission Action Plan (pMAP)

Our Parish Mission Action Plan was presented to the church congregation in November, 2015 and through the months from this endeavour we've worked towards meeting the goals we have set ourselves. Messy Church is perhaps our most successful innovation, but we continue to work towards fulfilling our goals in this area.

OUR PLAN FOR PENNINGTON

A church is not a building; it is a group of people who, through the work of the Holy Spirit, become one family together, under God. Our mission action plan will help us to further God's mission in this place, as we engage with young and old in new ways for Pennington.

SP1: TO ESTABLISH A CHURCH PLANT

Objective: to offer a different way of being church which is independent of our traditional services held in the St Mark's building.

Measurable output: the new church will be seen as 'real church' and have its own unique identity.

Active inputs

Year 1 - hold community consultation events, get planning permission and funding for changes to existing Church Centre, train leaders, find music leaders

Year 2 - publicise and begin a weekly service, use building for other community purposes

Year 3 - review with community and expand

SP2: TO PRACTISE DISCIPLESHIP

Objective: to have at least one church member in every group meeting in Pennington, sharing faith by example.

Measurable output: new disciples being made through contact with St Mark's people and the work of the Spirit.

Active inputs

Year 1 - identify all appropriate groups and membership requirements, identify volunteers to join and train in discipleship

Year 2 - review what is working and what needs adapting

Year 3 - hear testimonies from volunteers

SP3: TO ENGAGE WITH 11-16 YEAR OLDS

Objective: to bring Pennington youth into contact with the church and with God in a truly positive way.

Measurable output: 11 - 16 year olds attending events specifically designed for them and bringing friends.

Active inputs

Year 1 - research with local youth and youth workers to establish need; identify venue and train volunteers; link with music groups

Year 2 - begin monthly events, include support

Year 3 - review and make necessary adjustments; draw youth towards church plant



7. Our Support Teams

The PCC

The PCC is made up of five elected members, two wardens, one Associate Priest, three Deanery Synod members, and one part-time administrator. The PCC meets six times a year together with an APCM. The PCC has been actively drawn together with different interests, skills and experience to lead the community. It reflects the congregation and wider community with different perspectives looking to the future.

Paid Positions

There are four paid positions: Parish Administrator, Church Centre Administrator, Church cleaner and Musical Director.



Our associate priest Anne, Jackie (our paid administrator), Maureen and Teresa (our church wardens), all working hard!



Our PCC team: Shirley, Sue, Tony, Paul, Ingrid, Sandy, Erika and Eve (Anne, Teresa and Maureen working hard elsewhere) – and child in training too!

Choir

We have a small but enthusiastic and talented choir because we have an experienced Director who qualified with BA Hons in Music and ARCM (Associate of Royal College of Music) – as well as in performance, playing the organ, piano and cello!



However, we are not about the officers of the church but about the whole church community.



8. Social Events Involving our Community



Open Gardens biennial event

We are grateful to the residents of Pennington, who have opened their gardens to St Mark's visitors, showing the true beauty of God's creation through the well-deserved efforts of Pennington home owners.

Spring, Summer and Christmas Fayres

Popular events in the St Mark's calendar, we hold seasonal fayres, offering refreshments, bric-a-brac, games for the children and more!

Variety of talks: including talks on the churchyard, history of St Mark's church, Winchester, Israel

We are blessed to have many knowledgeable members in our congregation who are happy to share their knowledge with visitors to such special events.

Concerts

St Mark's church has hosted a large number of musical events, from choral groups to piano, organ and orchestral recitals.

Easter Egg Hunt

Organised chaos but fun none the less – a part of our Easter celebrations.

Litter picks twice a year

If social media is to be believed – based on the number of 'Likes' and shares – our community litter picks are a much loved and appreciated outreach to maintain the wonderful world we are stewards over.

Harvest Lunches / Supper Celebration Meal

Our church centre kitchen can feed well many guests, as we demonstrate monthly at our Messy Church and Friendship Lunch events, as well as at seasonal celebrations for the church.

Easter Day Breakfast

As we celebrate the new life in Christ, we commonly welcome at our dawn service our congregation with a light breakfast!

Songs of Praise with refreshments

A celebration of God's gift of music.

Patronal Celebrations

Remembering St Mark, to whom our church is dedicated.

Coach Outings: Christchurch Priory, Winchester Cathedral, Wisley





Holiday at Home.

About 25 older Pennington residents enjoyed a trip 'abroad' with craft activities on a nautical theme, entertainment and lunch. A wonderful sense of fellowship and friendship was created.

Community Tidy up of the Churchyard

Once a year Pennington Residents Association organise the mowing and tidying of the churchyard. They provide the tools and refreshments and join the members of the Churchyard team for a fun day making the garden presentable to the many people who walk through the churchyard daily.





9. Joint Events and Activities with local organisations



Remembrance Service

Children from Pennington Junior School, Infants School and Our Lady and St Joseph shared activities related to Remembrance Day and then joined St Mark's congregation at the War Memorial for a short service.

Home Communion at local care homes:

A short service is led by members of St Mark's congregation once a month. We also take Holy Communion to housebound parishioners.



New Forest South Street Pastors

We have made great progress with youth groups in the area over 4 years patrolling the streets and helping those in difficulty, those needing friendship, with a prayer pastor support group.

Freemasons

The Lymington Freemasons hold a yearly Christmas Church service in our church and provide a Christmas Dinner for Pennington residents. Their chefs have also prepared soup and cheese for our Harvest Lunch and refreshments for our pre-APCM Cheese and Wine supper.



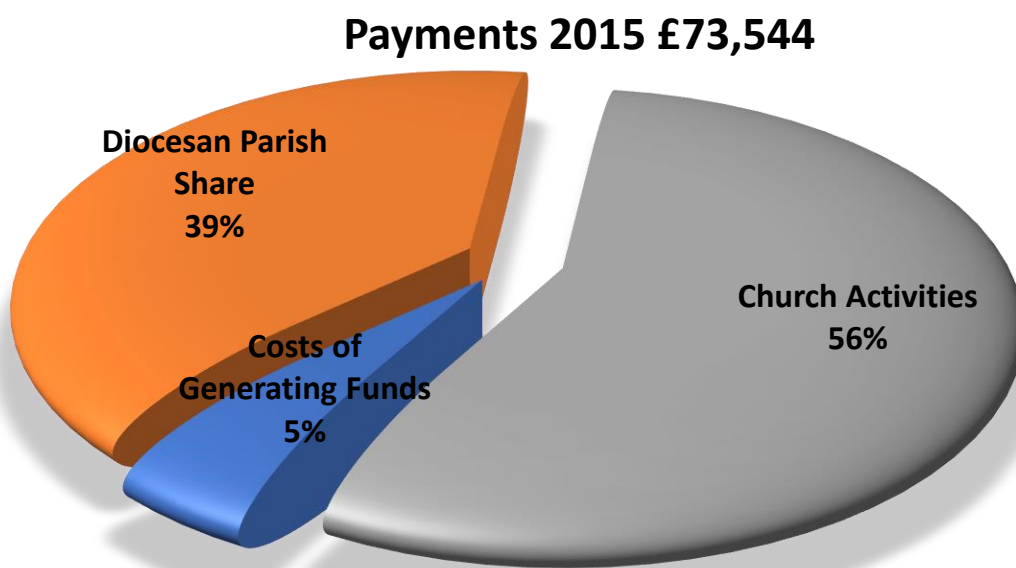
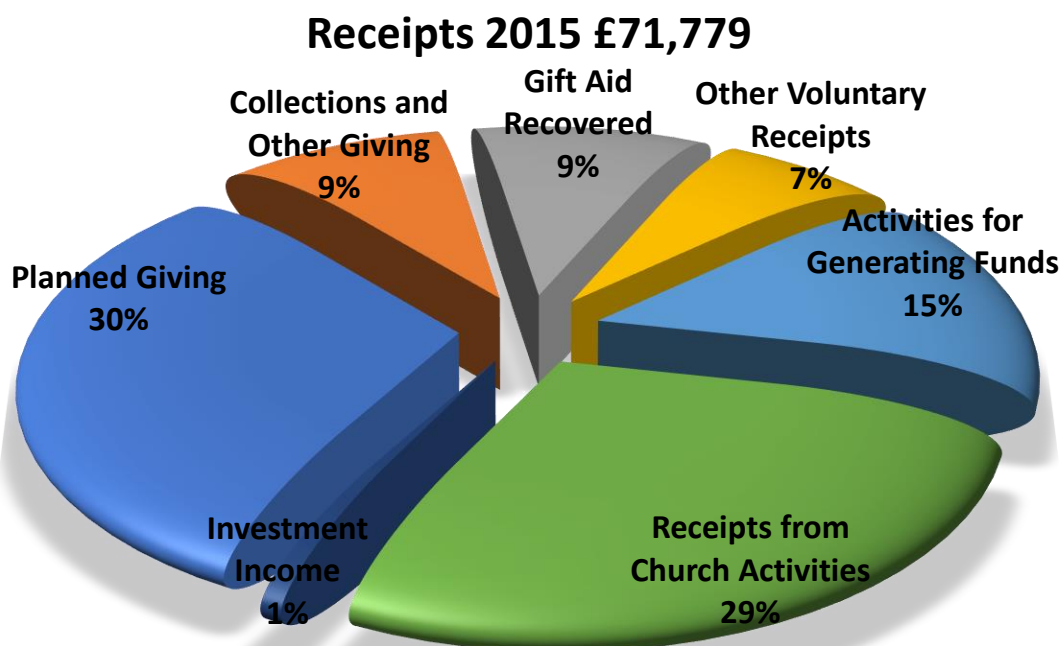
Working with the Pennington WI

Pennington WI and St Mark's Church, Pennington in many ways share the same vision for our village. Care of our community is one of our main guidelines and to this end we meet together on an informal basis to share information and ideas. Many members of Pennington WI are also members of our church on a very active basis, with the WI assisting with the catering section of such occasions as the St Mark's Spring and Summer Fayres - and we also work together reciprocally, to assist with the promotion of events.



10.Finance

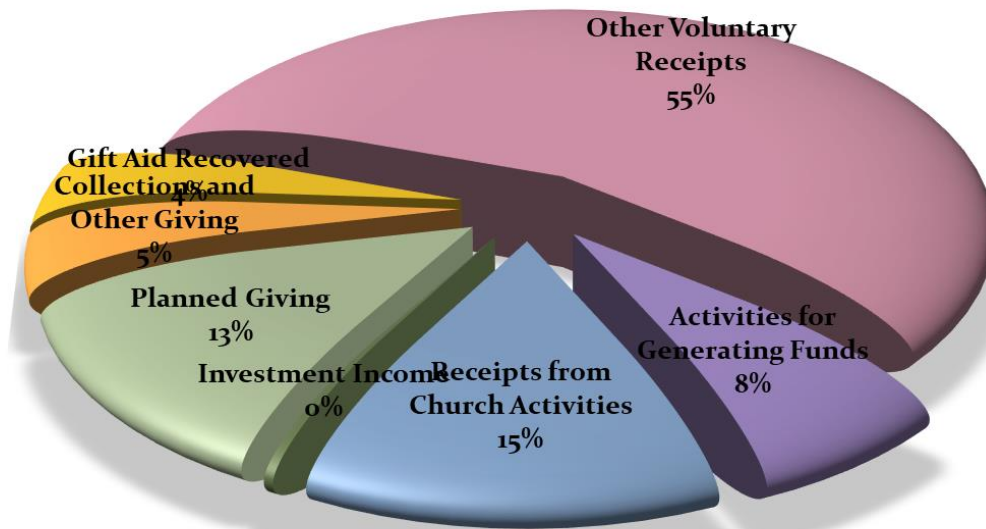
A break-down of St Mark's finances over 2015 are as follows:



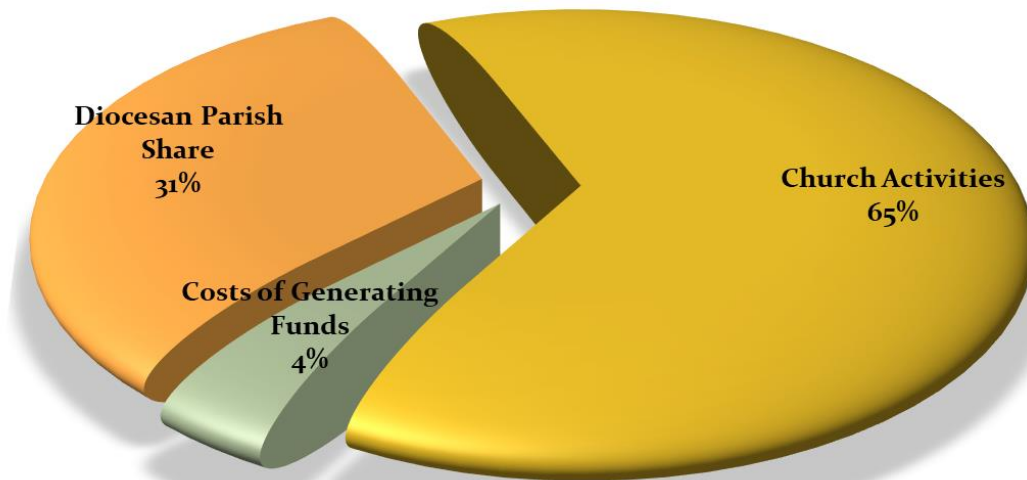


In 2016, our finances were as follows:

Receipts 2016 £158,568



Payments 2016 £100,050





11. Miscellaneous

- We are a FAIRTRADE church and offers TRADICRAFT provisions for purchase after services as well as refreshments at social and community events
- Through World Vision our church has sponsored for several years a young child, Orsola, living in Albania. Our donations are helping with her education costs.
- We hold a Children's Society service in September when the Society boxes are brought together as a donation towards this worthy cause.
- We have several recycling boxes in church which have helped us to gain a Silver Environmental Award.
- Within the churchyard we have developed 4 raised bed vegetable plots: the produce is offered for a donation in church to raise money for church events.
- We have developed a welcome pack for visitors to the church. This includes useful and interesting articles for a new visitor to our church, including a welcome guide to the uninitiated and a copy of the Parish Magazine.





Role Description for the Priest-in-Charge

This role description should be read in conjunction with the Parish Profile and also the Guidelines for the Professional Conduct of the Clergy that apply to all the ordained.

We are committing to a role that is 60% devoted to developing mission with the unchurched or de-churched. The PCC owns the responsibility for ensuring that existing parochial activity and worship is flexibly sustained, under the oversight of the Priest in Charge.

We are looking for a priest who:

Spirituality

- Sustains deep faith with a rhythm of prayer, Bible study, retreats etc.,
- Experiences a deep and passionate faith in daily life and finds it quite natural to share it with others
- Maintains a balance in their own life between work, recreation, family and friends

Worship and Preaching

- Brings their experience, creativity and commitment to develop styles of worship engaging to families, children and young people, focusing on those we do not currently reach
- Is an inspiring preacher and teacher, interpreting the Christian message in ways that connect with contemporary life, and with people for whom it may be unfamiliar
- Evidently values diversity in worship, and will work with colleagues in supporting and enabling a sustainable pattern of worship that recognises the needs of the existing congregation and current church life

Leadership and Collaboration

- Consults deeply in developing plans, seeking broad-based commitment to new initiatives
- Will lead the ongoing development, implementation and review of mission plans, ensuring that vision becomes action
- Has excellent communication skills and will use these to set forth our vision in ways that inspire the commitment of our church and community
- Is a good team player and leader, able to collaborate with others to enable the outward focus of their own role

Evangelism and social justice

- Is personally enthused by the desire to make Christ known and see others come to and grow in a committed relationship with him
- Has the experience, ability and commitment needed to lead us in developing new forms of church life and discipleship beyond the boundaries of our inherited expectations, patterns and buildings
- Is an able evangelist, respectful and sensitive towards those of different life views, but who shares their faith confidently and eloquently and can help us to do the same
- Has the ability and commitment to build strong relationships in the local community, including with those of different perspectives
- In word and in action, will confidently stand up for the needs of the vulnerable



Discipleship, learning and nurture

- Has a longing and commitment to develop discipleship in people of all ages, and will bring experience and resources to enable this
- Can enable individuals to discern their gifts for lay ministry and is committed to supporting them in developing and using these in worship and outreach
- Is open to personal challenge in their own discipleship - and has the courage, commitment and interpersonal skills to challenge others as well

Ecumenism and links with other bodies

- Is committed in developing the cluster partnership with St Thomas Lymington to enable mission, and will play an active part in the life of deanery and diocese
- Will collaborate with other local churches where possible, and work with and encourage others who serve the common good of the local community

Pastoral care

- Is an approachable presence in the neighbourhood, to worshipers and their families, as well as members of the wider community, exercising pastoral care in a sensitive yet practical way
- Will be an active listener with strong interpersonal skills, and will support and develop the provision of pastoral care within the church, recognising that oversight rather than day to day involvement is the focus of their own role

Stewardship and parish organisation

- Encourages us in a generous response to God's goodness and blessings
- Clearly delegates to but actively supports the existing lay and ordained team as they hold significant responsibilities in order to release the Priest in Charge to the outward focus we are seeking
- Is a competent manager of their own time and the work and energies of others
- Displays a good understanding of teams and develops a strong sense of team endeavour across the life of the parish

*Our vision for a priest in charge for St Mark's church is based on our mission statement – **to love, to serve, to give, to all - in Jesus' name.***

