



50th Anniversary Year: 1970 - 2020

Saint George the Martyr
Waterlooville

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ST GEORGE'S CHURCH, WATERLOOVILLE



MISSION ACTION PLAN 2020 **“GROWING A HEALTHY CHURCH”**

“Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

Matthew 28



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The Parish Context

St George's Chapel in Waterlooville was consecrated on 26th January 1831. It was described as being 'in the Gothic style'.

As the village grew, the Church needed more space and the original buildings became increasingly costly to maintain. By the mid-1960s serious consideration was given to a new building. The Church architect, Ken Makins, designed a building which incorporated parts of the old Church, including the tower and chancel. The worship at St. George's moved temporarily into the Church Hall, an adjacent building built as a Sunday school, while the original Church was demolished and its replacement constructed. The new Church was consecrated in 1970.

The Ken Makins' structure is an impressive open span, capable of seating some 280. It has an open elevated gallery at the west end housing a 1970 Hill, Norman and Beard organ (refurbished in 2015) and seating for a choir of 30. The interior of the Church is dominated by an eight-foot crucifix, depicting the agony of Christ, which hangs over the altar. The furnishings of the interior reflect our Anglo-Catholic tradition and include Stations of the Cross, statues of Our Lady and our patron saint, and a votive stand.

St George the Martyr is the single Parish Church of Waterlooville with 4,209 homes and a population of 9,549 (2011 figures published by The Office for National Statistics in 2013). The town lies towards the north of the Diocese of Portsmouth close to the A3(M) and M27. There are excellent road links to London and the rest of the country. Havant and Cosham railway stations are 4.5 miles away with direct train services to London, Portsmouth, Gatwick Airport, Southampton and Brighton. Waterlooville is just a few miles from Portsmouth and Southsea with theatres, university, cultural activities, the Historic Dockyard and the outlet shopping centre of Gunwharf Quays. There are ferries to the Isle of Wight, the Channel Islands, France and Spain.

It is a thriving residential locality for many professional, trade and retired people. House prices are typical of the South East region. There is a variety of housing and statistics suggest that more than 80% of homes are now owner-occupied. Employment within the parish is provided by educational, commercial, retail and light industry. There is no dominant employer. The Church lies within the town centre and is adjacent to an expanding retail park.

The town is surrounded by accessible countryside typified by the South Downs National Park. The beaches of Hayling Island and Southsea and harbours at Langstone, Portsmouth and Chichester provide a range of leisure opportunities and are all within 15 miles of Waterlooville.

The Parish has three primary schools, with others immediately adjacent. The majority of the children in the congregation attend local schools including St Peter's Catholic and St Albans CofE Primary Schools and Oaklands Catholic School. Good relationships with all of these schools have been fostered over a number of years and this work continues.

There are several residential and care homes for the elderly. Monthly Communion services are held at one of the care homes in the Parish, and a service of prayers and hymns is being developed in another.

Our Strategy

Our strategy will be mindful of the vision of the Diocese of Portsmouth that stresses the importance at the heart of all we do to **LIVE** to **PRAY** and to **SERVE**. To achieve this, in accordance with Diocesan policy, we are encouraged to:

- Make disciples of Christ;
- To grow our church;
- To equip people for lifelong learning; and
- To promote the transformation of society.

Alongside this we want our Mission Action Plan to be grounded in the 'Seven Marks of a Healthy Church' suggested by Robert Warren in *The Healthy Churches Handbook*. Many churches that are focussing on Mission have found this to be a useful benchmarking tool for the future development and mission of their church. It is not intended here as a critique of the past or the present state of our church, but a series of statements to help us in our future activities to ensure that we are mindful of what it means to be a healthy church. The following statements are a direct quotation from Robert Warren.

The Seven Marks of a Healthy Church

1. “Energized by faith rather than just keeping things going or trying to survive”

- worship and sacramental life: move people to experience God’s love
- motivation: energy comes from a desire to serve God and one another
- engaging with Scripture: in creative ways connect with life
- nurtures faith in Christ: helping people to grow in, and share their faith.

2. “Outward-looking focus with a ‘whole life’ rather than a ‘church life’ concern”

- deeply rooted in the local community, working in partnership with other denominations, faiths, secular groups and networks
- passionate and prophetic about justice and peace, locally and globally
- makes connections between faith and daily living
- responds to human need by loving service

3. “Seeks to find out what God wants discerning the Spirit’s leaning rather than trying to please everyone”

- vocation: seeks to explore what God wants it to be and do
- vision: develops and communicates a shared sense of where it is going
- mission priorities: consciously sets both immediate and long-term goals
- able to call for, and make, sacrifices, personal and corporate, in bringing about the above and living out the faith.

4. “Faces the cost of change and growth rather than resisting change and avoiding failure”

- while embracing the past, it dares to take on new ways of doing things
- takes risks: and admits when things are not working, and learns from experience
- crises: responds creatively to challenges that face the church and community
- positive experiences of change: however small, are affirmed and built on.

5. **“Operates as a community rather than functioning as a club or religious organisation”**

- Relationships: are nurtured, often in small groups, so people feel accepted and are helped to grow in faith and service
- leadership: lay and ordained work as a team to develop locally appropriate expressions of all seven marks of a healthy church
- lay ministry: the different gifts, experiences and faith journeys of all are valued and given expression in and beyond the life of the church.

6. **“Makes room for all being inclusive rather than exclusive”**

- welcome: works to include newcomers into the life of the church
- children and young people: are helped to belong, contribute and be nurtured in their faith
- enquirers are encouraged to explore and experience faith in Christ
- diversities: different social and ethnic backgrounds, mental and physical abilities, and ages, are seen as a strength.

7. **“Do a few things and do them well - focused rather than frenetic”**

- does the basics well: especially public worship, pastoral care, stewardship and administration
- occasional offices: make sense of life and communicate faith
- being good news as a church in its attitudes and ways of working
- enjoys what it does and is relaxed about what is not being done

R. Warren, *The Healthy Churches' Handbook*. CUP (2004) Appendix 4.

Process

Our Mission Action Plan is a fluid document which will be constantly reviewed after prayer and experience and updated so that it continues to be a living document. The process we try to follow will be based on the following 'Church Planning Cycle'.



(Source : The Diocese of Guildford)

Where we have come from? Where are we now? Where would we like to be?

In preparing for our Mission Action Plan the PCC held two informal meetings which members of the congregation were invited to attend.

The first of these was with the Deputy Head of Mission, Discipleship and Ministry, who talked about Mission Action Planning.

The second was with the Diocesan Secretary who spoke about Stewardship.

Aware that Mission and Stewardship need to go hand in hand, the PCC formed a 'Mission and Stewardship' sub-committee. This was open to those on the PCC as well as those who were not.

The sub-committee met for the first time in June 2019. Our first task was to reflect upon the questions above.

In summary we concluded the following.

Where we have come from

- We are a church deeply rooted in the Catholic tradition of the Church of England
- We have generations of faithful and prayerful Christians
- A sense of witness to the wider community.
- We are a church family where people know how to, and like to, have fun!

Where we are now

Positives

- We remain a church family where people know how to, and like to, have fun!
- We have a strong sense of church fellowship with a number of active church organisations.
- We are a large congregation with a diversity of ages.
- We are a welcoming congregation.
- We have a sense of some collaborative ministry – but this tends to be in more practical areas.

Challenges

- We are short of youngsters of all ages (particularly teenagers and young adults).
- Among some there is a reticence to be challenged and to change.
- Perhaps sometimes we have a tendency to be a little too nostalgic
- We need to ensure that Mission is at the heart of all that we do.
- Whilst we are fortunate to have some financial reserves these are finite. We need to generate more income in order to enable mission to take place, and therefore ensure long term stability.
- There is a need for greater ‘theological confidence’.

Where we would like to be

- All of the positives above.
- A church that has greater confidence in its knowledge of scripture, theology and church teaching.
- A church that is grounded in prayer.
- A church that puts Mission at the heart of all that it does (and that is prepared to put resources in place to allow this to happen).
- A church that continues to grow both in number and in age profile.
- A church that has long term financial stability.
- A church that is open to the Holy Spirit, and to allow collaborative ministry in its widest possible sense.
- A church that is in the community and for the community.

These discussions developed into a Mission Statement which encapsulates what we believe best describes our parish as it is, and as we aspire it to become.



Our Mission Statement

‘St George’s Church, Waterloo, strives to be a joyful, welcoming, mission-shaped Church, at the heart of the community, inclusive of all, confident in its faith, open to the Holy Spirit, and centred on prayer, learning and the celebration of the sacraments.’

Our Mission Action Plan

Our Mission Action Plan, based upon our Mission Statement, mindful of our Diocesan Strategy and of the seven marks of a healthy church, will have short, medium and long term aims (although the endeavours themselves will be ongoing) as we strive 'to do a few things and do them well'. It must be stressed that the MAP seeks to offer opportunities for our current congregation and for outreach. Participation is entirely voluntary and should not be considered obligatory.

'We strive to be a joyful welcoming mission shaped church'

- We will run an Alpha Course in the parish. Alpha is a tried and tested evangelistic course, used by churches of all traditions, which seeks to introduce the basics of the Christian faith through a series of interactive talks and discussions. (Short Term).
- We will seek to reach out to new housing developments in our parish through parish welcome packs giving details of our life and witness and events and activities associated with the parish. There will also be opportunities to meet with parish visitors if desired (Medium Term).
- We will ensure that welcome packs are also available to newcomers to our church, personally handed to them by a member of our welcome team (Short Term).
- We will seek to engage with the schools in our parish along with local youth organisations. This work has already begun with schools and our local Scout Group. (Short Term).
- Given the strong association between the Royal Navy and Waterlooville we aim to build strong links with the local Royal Naval Association. This work has already begun with the incumbent becoming Chaplain to the RNA, and a church service held to mark Trafalgar Day in October 2019. (Short Term).

'At the heart of the community'

- We will conduct an audit of our local community to ascertain its needs and reflect upon how the parish church can engage with this. (Short Term)

'Inclusive of all'

- We wish to ensure that we are concerned for the care and nurture of every member of our church whether elderly, young or something in between.
- We need to reflect upon how we engage people of all ages in what we do as a church. Concerns here include how we engage young people in our worship. What do we provide for small children, school age, teenagers, young adults, mums, dads, grandparents, the elderly, isolated, lonely, sick (Short Term).
- We will include young people more in our new 'All age Eucharist'. (already planned).
- We will aspire to expand the church band and include it more in our worship, particularly in the all age Eucharist. (Medium Term).
- We will have extra occasional liturgies which might be particularly appealing to different age groups. We have already begun this process by introducing a variety of monthly Sunday evening services. (Short Term).
- We would like to explore the possibility of holding a family camp for our young families and invited friends. (Medium Term).
- We aspire to employ a youth worker, when finances allow (Long Term).

'Confident in its faith'

- We aspire for our congregation to be more confident in its faith and in biblical and theological literacy.
- 'Alpha' will be part of this strategy, both for newcomers and for existing church members.

- We also hope to increase confidence and understanding by creating small groups to study the Bible and connected themes as house groups or cell groups. (Short Term)
- We will provide guidance leaflets on different types of prayer, and how to pray. To be linked in to occasional sermons. (Medium Term)
- We will run regular Advent and Lent courses through our house groups or cell groups (Short Term).

‘Open to the Holy Spirit’

- We will encourage more collaborative ministry by energising the gifts and talents of our church community. (Medium and Long Term)
- In order to achieve this, and as part of our wider stewardship, we will engage on an audit of our congregation so as to better understand their particular gifts, talents and aspirations. (Medium and Long Term)

‘Centred on prayer, learning and the celebration of the sacraments’

- We will offer more opportunities to join in prayer and the celebration of the sacraments. This has already begun with communal Morning and Evening Prayer and with alternative occasional services (Short Term).
- We will reflect upon further opportunities for pilgrimage, in addition to existing provision (Medium Term)
- We will explore the possibility of a daily Eucharist. (Medium Term).

Stewardship

Stewardship and Mission necessarily go together. We wish to engage with the gifts and talents of our community, and to understand our financial constraints and opportunities so as to provide for the opportunities for Mission.

We would suggest that:

- Our audit of the congregation will help us better understand the particular gifts and talents that we currently have available to us. Some of the groundwork for this was undertaken when the Parish Profile was prepared.
- We propose having a Stewardship Campaign as a matter of priority, and to regularly reflect upon stewardship as a congregation, both in terms of time, talents and money. (Short term and ongoing)
- We recognise that regular planned giving is essential in enabling us to budget for the future.
- We will explore additional external income streams that can be earmarked specifically for the purpose of Mission and Ministry. In this regard we will explore further a relationship with 'HeartEdge' based at St Martin in the Fields in London to seek to understand what commercial opportunities might be open to us as a parish in Waterlooville. This will utilize talents that are already present in our congregation, develop new talents, and free up resources for Mission and Ministry. (Medium and Long term).

Summary

We believe that by utilizing this Mission Action Plan, and continually reflecting upon and refining upon it, we can be a Parish that is:

'... a joyful welcoming mission-shaped Church, at the heart of the community, inclusive of all, confident in its faith, open to the Holy Spirit, centred on prayer, learning and the celebration of the sacraments.'

December 2019

Action Plan

Short Term	Medium Term	Long Term
Alpha	Housing Developments	Youth Worker
Welcome Packs	Church Band	
Schools / youth organisations	Youth Camp	
RNA	Prayer Guidance	
Parish Audit	Collaborative Ministry	
Care Homes	Audit our congregation	
Young People	Pilgrimages	
New Liturgies	Daily Eucharist	
Bible Groups		
Advent / Lent courses		
Stewardship Campaign		



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