



Andover Parish **PROFILE**



**Andover
Parish**
andoverparish.org

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Welcome to **WINCHESTER DIOCESE**

Thank you for your interest in coming to minister here in this Diocese.

We serve a whole range of diverse communities, from the historic city of Winchester with our glorious Cathedral, to the great port city of Southampton, the burgeoning boroughs of Basingstoke, Bournemouth, and Christchurch, thriving market towns such as Andover, Alton, Alresford and Romsey, and innumerable picture-perfect Hampshire villages. In all that there is much wealth – but there is also significant deprivation too, especially in our large urban conurbations where our churches are supporting some of the diocese’s poorest communities.

In every context, we are committed to making the love and life of Jesus Christ known, through our churches, schools, and chaplaincies in a way that makes a tangible difference to those communities and their people.

In many ways the Diocese of Winchester is in transition, as is the world around us. In parish ministry we seek people who are aware of the challenges that we face, but who are motivated above all by faith, hope and love in addressing them. We welcome those who are committed to help God’s church to be the very best it can be, in the power of the Spirit, releasing all God’s people into the mission and ministry to which they are called. And we recognise, too, our need to develop in diversity.

We are excited by the opportunities before us, and warmly invite applications from those who want to join us in addressing them.

With the assurance of my prayers as you seek God’s best next step for you,

The Rt Revd Phillip Mounstephen

The Bishop of Winchester





Welcome to the **Andover Deanery**

Andover Deanery has been through a period of significant transition. The urban churches in the town of Andover are now united into the Parish of Andover and, to the north, the Pastow Family has similarly united into a single parish comprising 11 churches as part of the 'Benefice of the Future' initiative. They are joined by four multi-parish benefices to the west and south of the town.

We are now looking to the next phase of our common life in which, through Synod, Chapter and work between parishes, we can each bring our resources, experiences and gifts together in order to foster mutual flourishing and mission.



Revd Howard Jameson
Area Dean



Nigel May
Lay Chair



Pictured (L-R): St Michael's West Andover, St Paul's, St Mary's & St Michael's KE

Our *Parish*

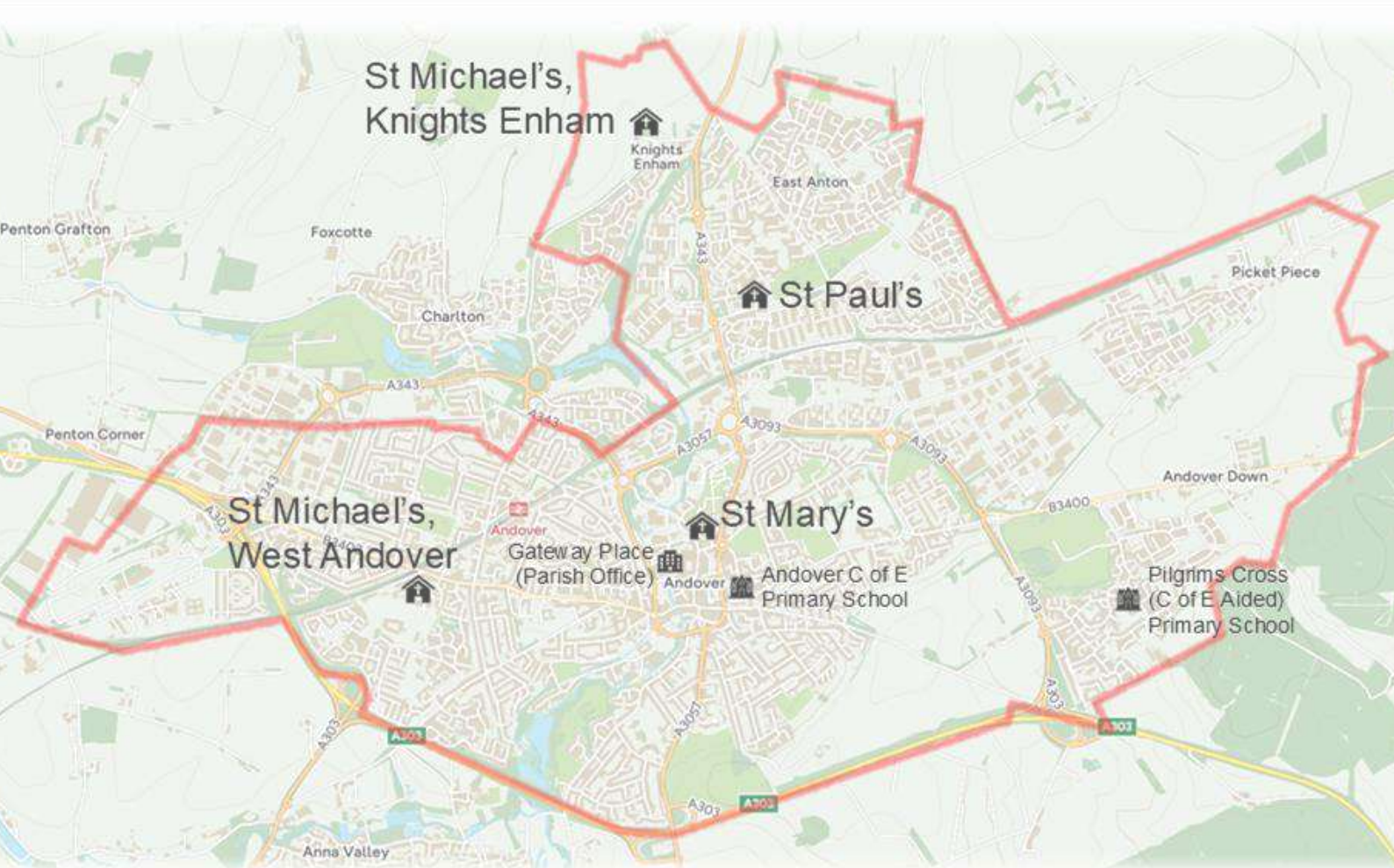
Andover Parish, created on May 1st, 2023, is a large Church of England parish covering most of the town of Andover. Andover is a significant regional town, situated in northwest Hampshire and part of Winchester Diocese. Home to c52,000 residents, the town continues to expand.

Located in the central east edge of the Andover Deanery, there are four churches within the Parish: St Mary's, central Andover; St Michael & All Angels, West Andover; St Michael & All Angels, Knights Enham and St Paul's, Smannell Road. As well as the four parish churches, we have three church halls and Parish offices at Gateway Place (in the town's shopping centre).

In 2019 St Mary's was made a Resource Church largely funded by Revitalise (the development arm of HTB) and the Winchester Strategic Development Team with Strategic Development Funding (SDF) from the CofE. This paid for the re-ordering of St Mary's in 2020 and staffing to support the growth of the church and missional outreach into the town. In response to the pandemic the Lighthouse was created also in 2020. As we tail off these funding streams, and having gone through a Parish merger

in 2023, the governance and staffing structure is consolidating into one centrally managed parish with administrative staff funded by the parish and grant funded missional outreach staff.

The governance structure established for the new Parish was simplified after 12 months and continues to be reviewed as to the most manageable and efficient structure for our purposes. The Parish should have an Incumbent, three associate ministers and a curate. There are currently three clergy licenced to the parish, and a Curate on maternity leave. We are carrying a vacancy for an associate post.



Andover Parish is a leader on many fronts and has been studied as a national example of how to work in partnership with external stakeholders. From outreach through the Lighthouse to being identified as a formal stakeholder in the future town planning forum 'Andover Vision', the church plays an active role in many secular conversations around and about the town.

All buildings in the parish require ongoing maintenance, St Mary's and St Michael's Knights Enham are due for planned renovations, and there are extensive plans to reorder St Michael's West Andover and St Paul's, aligned with a vision to engage with the rising generations.

There is huge opportunity for continued growth in all areas of vision and mission to build on the work that has already taken place.

Each of our churches has its own history, identity and worshipping life, whilst interlocking and overlapping with each other. We are excited to see what happens next in our journey to illuminate Jesus for the people of Andover. This tapestry is still being woven.

As with any parish, there are strengths to be proud of, and challenges to be worked on. We have considered these, and some are shown below:

Strengths

- **Growing, diverse congregations**
- **Services to suit different styles**
- **Outreach to community**
- **Friendly**
- **Children and youth provisions**
- **Links with grant funders**
- **Links with HTB**
- **Prayer life**
- **Diocesan support**
- **Staff team**
- **Size of reserves**
- **Willing and able staff team, clergy, PCC and lay ministries**
- **A responsive town council**

Challenges

- **Ageing buildings**
- **Uncertainty of funding streams**
- **Balance of church representation on PCC and staff**
- **Past grievances and divisions**
- **Carrying an Associate Minister vacancy**
- **Releasing lay ministry**
- **Too much required of some people**
- **The wellbeing of key people**
- **The need to champion lay ministries to encourage service in required and new areas**

In spring 2024 an Organisational Health & Operational Effectiveness Review was commissioned by the parish from Andrew Bagwell, a consultant specialising in this work for churches. Engaging with staff and lay leaders and following an extensive review of documentation and literature, a report was published that contained a series of recommendations. The PCC accepted this report and will adopt many, if not all, the recommendations in the coming months and years. The key purpose was to ensure the organisation grows to a position of sustained health and we view this as a critical piece of work that will be integral to our strategic thinking. A key theme to emerge from the report is the need to strengthen our internal offering as a church, whilst noting our strong missional outreach work.

An executive summary is available on request.

Our *Vision*

We are committed to playing our part in revealing the unconditional love of God to Andover and making disciples of Jesus Christ for the transformation of the world.

After a period of prayerful consultation on the formation of the parish, the PCC approved our vision to be:

Living for Jesus, caring for Andover

To fulfil this vision our mission is:

Playing our part in connecting Andover to the unconditional love of God and making disciples of Jesus Christ for the transformation of the world

This is borne out in our values which are to be an expectant people who:

Rejoice in the **PRESENCE** of God rooted in prayer, word and sacrament

Welcome all as **PILGRIMS** following the way of Jesus

Are committed to **PROCLAIMING** the message of Jesus in today's culture

Create new **PATHWAYS** for rising generations to encounter Jesus

Serve through Christ's love in **PARTNERING** with others working for a thriving town and environment

Our prayer is to be a people who turn the hearts of this town to Jesus.



Our *Church Life*

As a community of churches, we hold a rich variety of expressions of faith, belonging, and tradition. There is a wide breadth of worship in our seven services each week across Andover Parish. We value them all and want as many voices to flourish as possible within our church family.



St Mary's 9am is a traditional communion service using the Common Worship Book with a small choir and robed clergy. The congregation averages 52. St Mary's 10.45am is a relaxed contemporary service with a worship band and children's groups. The congregation averages 120. The 6.30pm, the only evening service in the parish, transitioned this year from a worship service to a prayerful bible study in small groups, offering a different experience to any of our other services. This congregation averages 31. *The evening service is currently in abeyance while we work through commitments around clergy workload.* There is also a midweek communion service on Wednesdays at 10:30 with a typical congregation of 21.

St Michael's West Andover is a high Anglo-Catholic church by architectural style and nature offering a traditional 10.30am service with communion. They have strong links with the scouts who provide breakfast on the first Sunday of the month. This long-standing congregation averages 39.

St Michael's Knights Enham is a small medieval chapel with a committed local congregation averaging ten. They have a traditional BCP service at 8.30am every week, with communion twice a month.

St Paul's runs an all-age service at 10am (children's group on the 1st Sunday). They are a growing, diverse community enjoying an informal service led by a piano and guitar alternating between communion and worship, and on fifth Sundays we host a café church. The congregation averages 37.



We aim to have ministries dedicated to all ages and stages of life. Therefore, we have lay led groups around the parish catering to toddlers and their carers, coffee mornings and afternoon teas for older generations, walking groups and more. We also, have lay led, parish wide ministries for men and women running socials and events throughout the year. Additionally, we have a particular heart to grow youth ministry in the parish through our Youth Community Lead and lay youth team. The youth teams utilise the Life Bus extensively: our opportunity to take mission onto the streets, meeting young people where they are.

We aim to grow discipleship and friendship through Connect Groups, regular home bible study groups, and opportunities to volunteer across our broad range of ministries to play a part in growing God's Kingdom in Andover.

Major annual events such as Advent, Christmas, Easter and Remembrance Sunday are important gathering times for the town to come to church. In Advent we are privileged to host a range of carol concerts, school and charity events, in addition to our own seasonal events. In 2023 over 6000 attendees were counted at Advent services across the Parish.



Remembrance Sunday is commemorated at the town war memorial adjacent to St Mary's and at St Michael's, Knights Enham. The event at St Mary's is a major civic service attracting hundreds of people to the outdoor event at the war memorial.

In addition, the Parish churches are popular for life events. The number of occasional offices conducted speak in part to the larger than average size of the Parish. We conduct 15-20 weddings; 40-45 funerals; 30-35 child baptisms and 15-20 adult baptisms annually. The majority of these are conducted at St Mary's.

We are fortunate to have several retired and self-supporting clergy to share our ministry as this is a large and busy parish. Some regularly support services by presiding or preaching, some particularly support Occasional Offices and others are happy to be called on ad hoc. We have benefitted from the support of several curates in the past. As the HTB and Strategic Development Funding tails off this year and the reduced staff team reflects these financial constraints, the role of those with permission to officiate (PTO) is vital. The parish also benefits from a number who hold the Bishop's Commission for Mission.

Each church site provides hiring opportunities for community and commercial organisations including pre-schools in the church halls of St Mary's and St Michael's West Andover plus scouts at St Paul's and St Michael's West Andover.

The Parish has two Church of England Primary Schools and clergy provide ex-officio Governors. Clergy also deliver assemblies and RE lessons as well as pastoral care. Special events such as Easter, Harvest and Christmas involve events at school and in church. We are also building strong links with the town's secondary schools and Further Education College, particularly through the Life Bus, the Lighthouse and the Youth Community Lead.

The Parish has strong links with the civic community through the previous Rector's role as chaplain to the Mayor of Test Valley (a rotating position) and as a stakeholder in the Andover Vision, the town's regeneration forum. St Mary's hosts civic services including Armistice Day and the annual Mayor's Civic Service. Since moving the Parish

Offices to the Chantry Centre, we have shared the space with the Primary Care Network (PCN). A sign of this successful partnership is that we have been asked to provide a chaplaincy role to their team.

Through our strong civic links and the growth of the Lighthouse, we have partnered with many external agencies to deliver our outreach mission. We work with the NHS specifically through the PCN, Test Valley Borough Council and Andover Town Council. Andover Churches Together (ACT) brings all the churches of Andover together in conversation to grow the Kingdom in Andover.



The congregations were invited to say what they thought the priorities for the parish should be in the coming three to five years, this word cloud shows their responses:





St Mary's Church

Church Close, SP10 1DP

The History

The current church was built in 1846 on top of a Norman church and is situated at the top of the High Street. The building is an important and much-loved historical landmark of the town, and many locals will tell you they were married or christened here.

St Mary's has an extensive graveyard, to the north away from the town centre. This is a closed graveyard and managed by the council. This large green space provides a well-used thoroughfare for the town. The original Memorial Chapel in the centre of the graveyard was sold off and hosts the Chapel Arts Centre. The Memorial Garden to the south is a well-used public space and is used for church community events.

St Mary's has two ancillary buildings. The Church Centre adjacent to the church is a 1970s building now in need of refurbishment. This is the base for the Lighthouse, Sunday creche, team training and most parish committee meetings. A little further

away is the Harris Hall, currently hosting a pre-school during term time and children's groups on Sundays.

There is ongoing remedial work required on the external masonry of the church and a need for work to be carried out on the organ, toilets and office with future plans for carbon net zero and some internal redecoration.

The Church

The Resource Church funds gave the ability to reorder the building to create a flexible space suitable for a wide range of events and service styles. We are about 224 worshippers across all services, multigenerational, multicultural and with a diversity of worshipping styles. In recent years, we've experienced a huge amount of growth in the number of young families attending. Today, the children's groups are routinely at capacity, limited more by volunteer capacity than space. Many people have been introduced to the church through the activities of Lighthouse. We run several townwide initiatives, including the Mustard Seed toddlers' group. As the centrally located church in the Parish, we support civic events such as political hustings, and local events such as primary school services. This brings us into regular contact with non-churchgoers.

Amidst all of this, the reality is that there is a lot to be done, to fulfil the parish vision of being a people who live for Jesus and care for Andover. It's a growing town, a growing Parish, and God is on the move, and we can't wait to see what He has for us in this next Chapter of His Kingdom Come in Andover.





Sam Waako

Lead Clergy / Associate Vicar

My name is Samuel Waako, but everyone calls me Sam. I am part of the clergy team in the Parish of Andover and Focal Minister at St Mary's in Andover. I am married to Lyz and we have three wonderful children, Luke (12), Matthew (9) and Abigail (7), and we have now lived in the parish for close to three years and absolutely love the people and the town.

Living and serving in Andover has been great privilege and fun, because of its huge sense of community. It's a place we as a family have found welcome and belonging and it's a theme that runs across majority of people who move into the area.



Jess Ross

Curate

Jess joined us in June 2022. She is married to Jake, and they have a lovely daughter Martha.

Jess is currently on maternity leave until Spring 2025.



St Michael *and All Angels*

West Andover. SP10 3BB

The History

St Michael's started as a mission hall from St Mary's and became a parish with its own church built in 1963.

With its large windows, it is a bright and flexible place of worship, individual seating enables the space to be configured in different ways to suit a variety of events. It hosts a stable, gracious and Eucharistic centred congregation that is seeking to return to its roots with an Anglo-Catholic tradition with communion being shared on all but one Sunday a month. The first Sunday of the month is usually an informal café style service.

The church has parking and a lawned area to one side which has been used for fetes, BBQs and outdoor worship. It has a refurbished hall on the site which is extensively used by local community groups. Currently it has a preschool operating out of the hall.

There are extensive plans to refurbish this architectural gem to ensure the growth of the church. These include improving accessibility, heating, toilets, kitchen and

improved meeting spaces. The church was originally built surrounded by green fields, but an industrial estate and housing have closed in on the site. A large secondary school is just along the road and so whilst the church is now less physically visible than its original design intended, there is huge missional opportunity in the world that has grown up around it and the reordering seeks to speak into that.

The Church

The church has always been warm and welcoming to visitors and new members. Sharing the peace is an enthusiastic element of the service with its opportunity to circulate around the full congregation. Regular attendance is around 39 people.

We also have relaunched our toddler group with the new name 'Mustard Seed West Andover' - on the first day we had 12 children! We have a growing congregation and can offer a cafe style Church service, an Anglo-Catholic service, with a plan to introduce a 4pm service for those who may find Church hard to access at times, especially for families with neurodiverse children.

The number of schools in the parish and their proximity to the church are one of the primary pathways to the community in West Andover.





Since joining Andover Parish, the Life Bus visits the church on a Monday, and we are reconnecting with local schools. We will be inviting some back to our site for Christmas services this year.

We hope to see this place grow and bless the life of the parish in its own unique ways.



Associate Vicar

Vacancy

The Parish is currently carrying a vacancy for an Associate Minister. The appointment was deferred so that the incoming Rector might shape the role description based on their assessment of required skills and best distribution of responsibilities within the Leadership Team.



Lauren Cheshire

Curate / Lead Clergy

It is a joy to be in Andover at this time ministering to those in this parish. It's busy and not always easy. I'm also wife to Mark, mum to Ava and Ben and owner of far too many animals so my spare time is full! Looking forward to more fun, faith and family!



St Paul's *Church*

Smannell Road, SP11 6JP

The History

Built in 1982 in response to the northern expansion of Andover at the then heart of the original three housing estates, St Paul's has had its roots at the centre of the community ever since. As well as providing a base for ministry in the area, the building is also a key venue for local community and uniformed organisations.

St Paul's was originally a plant from St Michael's Knights Enham and the current church was built as the community centre with the intention of building a church on the same site. However, this never happened, and we are now forming extensive plans to reorder the church and add a community cafe to service the practical and pastoral needs of the area, whilst refocusing the purpose of the building as a church that holds community events rather than the other way around!

The newcomers from London were not initially welcomed by the inhabitants of Andover. This was largely due to pressure on services caused by the massive influx of people from London. Fifty years on and little has really been done to improve services in the local area. There is a lot of poverty in the community, indeed the areas surrounding St Paul's are the poorest in the Test Valley area.

The original estates, Cricketers Way, Roman Way and King Arthur's Way have in recent times been added to by Augusta Park and East Anton. This huge quantity of housing has not been matched by appropriate public services to create community. We view this challenge as an opportunity for the church.



The Church

The worshipping community is growing and increasingly diverse, currently at around 50 with a typical Sunday morning attendance of 37 people. It is a friendly and welcoming place with a strong family feel. Most members live within a mile of the building, many members volunteering in the work of the church.

Worship is guitar and piano led and has a relaxed modern feel. Services alternate between an informal service and a communion service, with 5th Sundays being given over to café church. Prayer is at the heart of church life; this is most evident in the prayer room which provides a focus for organised prayer and reflection.

St Paul's is becoming the youth work hub for the parish with a thriving youth club on a Wednesday evening, annual Youth Alpha and a youth-based gathering on a Sunday evening.

Other examples of outreach activities are the Little Angels (mums and tot's group) and Messy Vintage, a craft-based outreach for older people.



David Roberts

Lead Clergy / Associate Vicar

Hello, my name is David and I've been in Andover since I was ordained in 2021 having moved from Bristol. I finished my curacy in the parish and began as an Associate Minister earlier this year. I love to hang out with friends, have a laugh and have a passion for seeing people's lives transformed as they come to know Jesus.





St Michael *and All Angels*

Knights Enham, SP10 4DS

The History

The founding parish church of the old Knights Enham parish, St Michael's Knights Enham is a tiny 12th Century church tucked away in the hamlet of Knights Enham, North of Andover. Its name comes from the fact that it was a stopping point for Knights leaving for the Crusades and it has a number of fascinating historical items within the building. Its history makes it a very special part of the Parish. Despite being less than half a mile from the northernmost extent of Andover's expansion to date, it retains its peaceful rural feel.

There is an extensive conservation effort being led by a lay member with hopes to add a toilet and servery in the future. Despite the lack of services, this is an attractive

location for intimate Occasional Offices. The graveyard is open but only for reservations and so volunteers are responsible for maintenance.

Worship is led each week either by the lead clergy or by members of the congregation following the Book of Common Prayer. It is a haven for those who value the traditional forms of worship, experiencing God's presence in those ancient rhythms.

It has a small but growing and very committed congregation many of whom were involved in the decisions that led to the planting of St Paul's amongst the 'new housing estates' 42 years ago.

The Church

The community surrounding the church is currently very rural with farms and farmland on its doorstep. There are plans for additional housing developments to the North and West of the church and this will significantly change the character of the area and give further opportunities to reach out to the surrounding community.



David Roberts

Lead Clergy / Associate Vicar

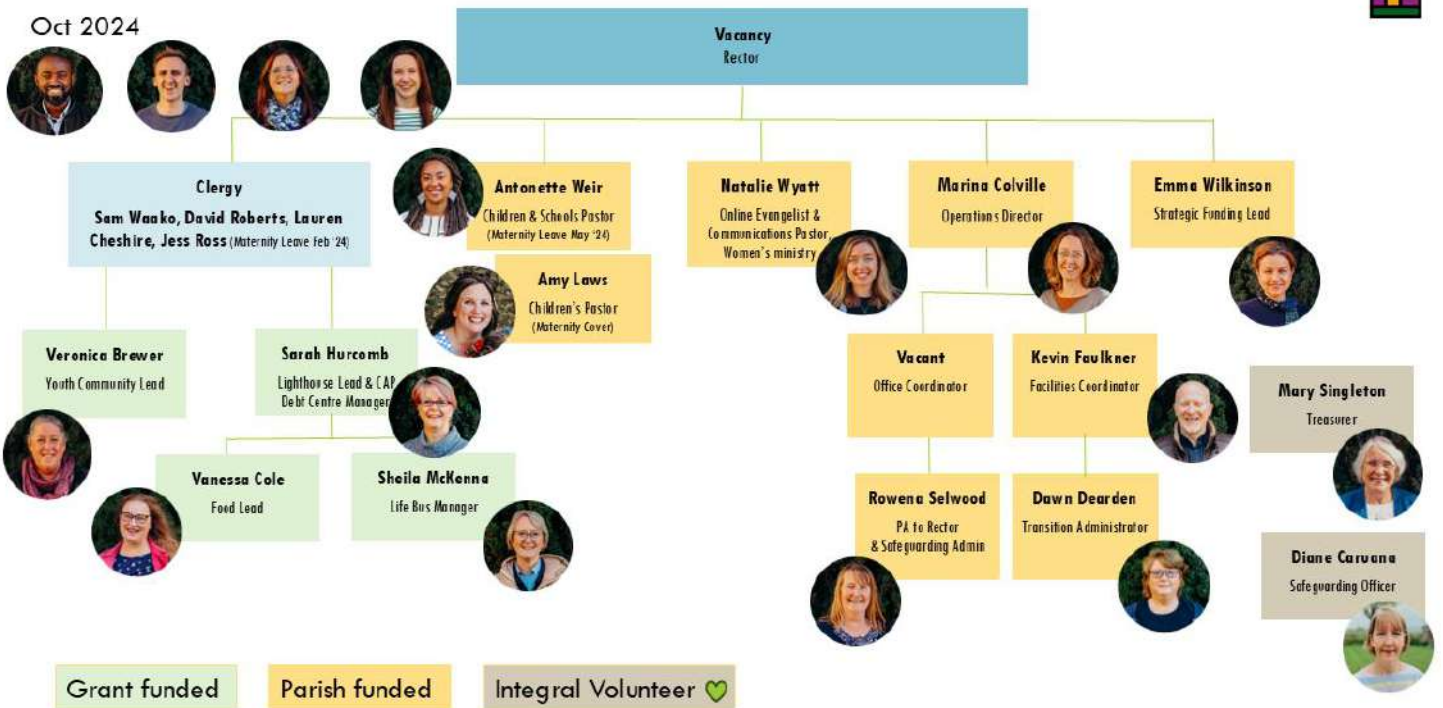


Our *Team*

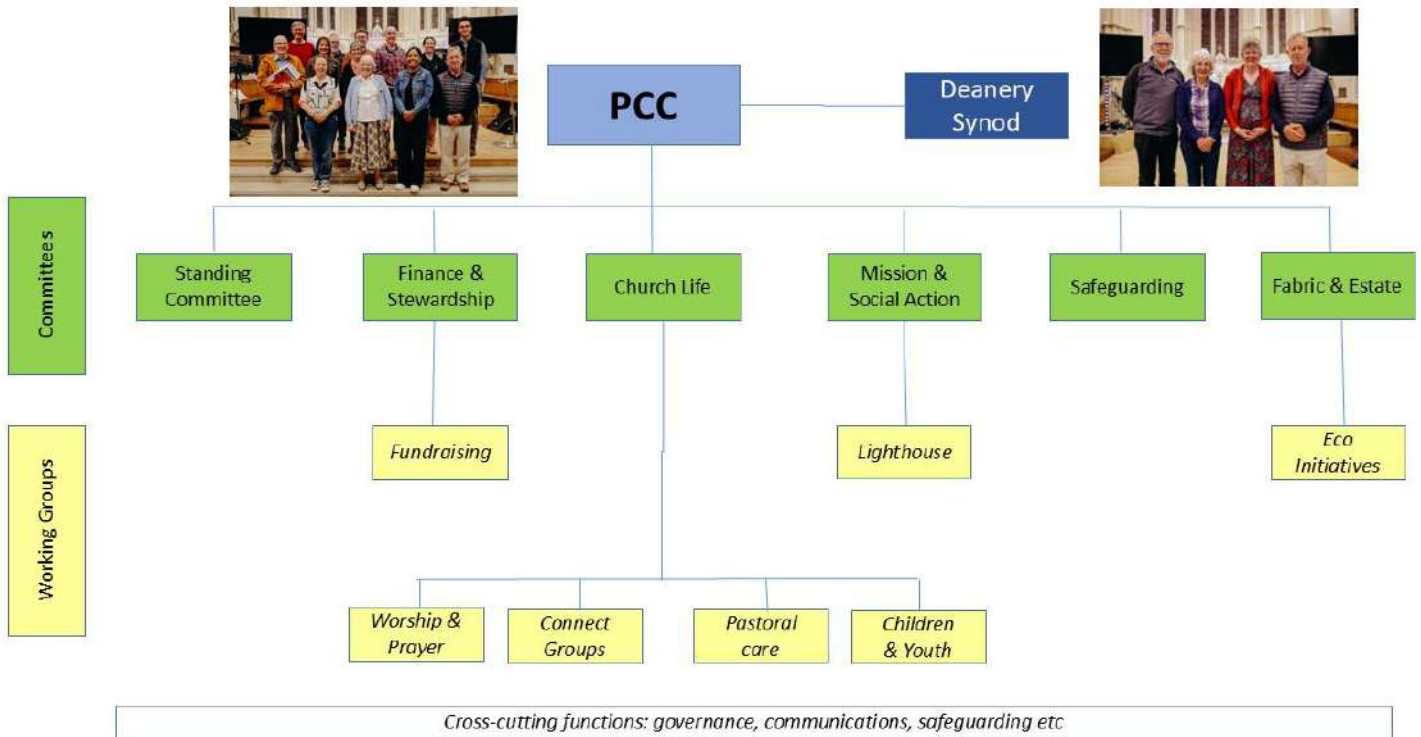
The staff team has fluctuated in size since 2019 from 5 to over 20 and is now shrinking back down a little. The whole staff meet weekly to worship, pray and spend time together and we aim to have a quarterly away day and annual retreat to share in the joy of working together, as well as supporting one another daily in the office by developing a united culture rooted in the spirit. For those in the office we aim to start each day in prayer and eat lunch together to create touch points of togetherness and shared experience, not talking about work!

STAFF TEAM ORG CHART

Oct 2024



As we tail off HTB & SDF funding for staff, the parish funded staff is being shrunk to a core administrative team over time. Outreach workers are all grant funded. The team is also supported by a large body of dedicated volunteers, particularly integral to the staff team are the Treasurer and Safeguarding Officer. The clergy are supported by a substantial number of retired clergy and those with permission to officiate (PTO). Many committed parishioners serve on PCC which includes additional committees outlined in the following diagram of our governance structure. This committee structure incorporates clergy, lay staff and volunteers and is designed to provide strategic direction for implementation by the staff team.



Our *Finances*

Andover Parish has significant reserves including restricted amounts from past legacies. Funds under management are over £500,000. The annual budget is set by the PCC and the current annual budgeted expenditure is £560,000 (including use of some grants, both those received and promised, and some free reserves). The PCC are grateful to the over 150 committed givers that there are currently. These, along with considerable grant funding the parish receives, provide the majority of our income. Employment costs form the largest part of the expenditure and salaries are set by the Standing Committee. The costs of projects to renew our buildings will be met largely by grants and other fundraising, but some will be met out of our reserves.

The Parish Share to the diocesan Common Mission Fund is being paid in full and clergy and staff are reimbursed in full for expenses incurred on behalf of the parish when claimed.

The PCC has agreed a reserves policy (taking into account the existence of large grants) to ensure that regular and emergency costs can be met, and opportunities can be taken.

Grant Funded Missional Outreach

The *Lighthouse*

The Lighthouse first started in 2020 as a response to the pandemic. Its mission has changed over time but we are still seeking to 'Live for Jesus and care for the people of Andover' through the various range of programmes and services that the Lighthouse offers.

Our three main goals are:

- To support those struggling with the weight of debt.
- To support those who are facing loneliness and social isolation.
- To support the mental health and wellbeing of young people and adults in the town.

We are now partnering with several organisations from different sectors to develop services, including Love Your Neighbour, the NHS, Andover Primary Care Network, Test Valley Borough Council, Andover Foodbank, DWP, Andover Food Partnership, CAP and Kintsugi-Hope.

Where possible, our aim is to launch initiatives preferably in partnership then hand them over for long term, sustainable provision by others. As the social action arm of the parish, our vision is to 'care for Andover' and the partnerships we have formed are helping us to do just that. We want to see those living in our town thrive and we want to see lives changed through the power of Jesus as the Lighthouse reaches out to those in need here in Andover.



Lighthouse can be perceived as several work streams. The CAP debt centre is run by our Debt Centre Manager, Sarah Hurcomb and is a tailored individual service to work with people to free them from debt. Sarah hopes to recruit another paid debt coach to take on more clients as there is a clear need in Andover for this.

Equip courses include money management and budgeting courses for adults and children (delivered in schools). These are delivered by Sarah Hurcomb and trained volunteers. The Bereavement Journey is delivered by Rev. Lauren Cheshire and is based at St Mary's Church Centre. Kintsugi Hope is a mental health wellness course provided in the Church Centre to support adults, and by Veronica Brewer in various schools and the college to support the youth.

Good Grub Club was set up as part of our food partnership and is run by Rev. Vanessa Cole. These provide spaces for families to cook and eat together, learning about nutrition and cooking skills and critically creating a safe space to spend time together in a fun and supportive environment. Clubs have been run in community centres and schools and preparations are being made to hand this onto the food partnership to create a long term and sustainable future for the concept in the town.

The Lounge was where it all started! With sofas and soft lighting a room in St Mary's Church Centre provides welcoming teas and coffees and a safe space to drop in and chat which provides opportunity for signposting as well as pastoral support. From this, a bible study group was formed for some refugees while they lived in the town and other ad hoc initiatives have come and gone as need has arisen and been answered.





The *Life Bus*

The Life Bus is a red double-decker bus (donated by Stagecoach) for missional use with hard-to-reach youth around Andover and the wider area. In the spirit of 'Mission without Walls', the bus visits secondary schools, Andover College, the skate park, town centre and of course the different churches. The bus is parish wide resource that is highly visible and a symbol of a safe space fulfilling its tag line 'somewhere to go, something to do' with mature Christians providing a listening ear, wise council and support. In partnership with schools and the college, it hosts courses and an 'open house' vibe to those in need of a safe space to go. Another example of our strong partnerships with external stakeholders is the investment the council is making in equipment for youth provided through the Life Bus.



Youth *Ministry*

Alongside the Church of England's vision to double the number of children and active young disciples by 2030, we share a bold vision to see young people in Andover discovering the truth, hope and goodness of Jesus Christ and becoming agents of positive change in the church, the local area and beyond.

We are passionately seeking to grow youth ministry and mission in the parish. We have a dedicated funded Youth Community Lead, many wonderful volunteers, and more funding to launch and grow a Youth Church at St Paul's.

We currently have an active youth group at St Mary's on Sunday mornings and a Wednesday night youth group, which attracts a mix of church and unchurched young people from the local skatepark community. We also run a young leadership, One Life program for year 10 to year 13 students.

Our Youth Community Lead has built good relationships with the local secondary schools and Andover College, offering mentoring and Kintsugi Hope wellbeing programs and faith discussion groups. We also have productive local partnerships with the PCN and the Young People's Mental Health forum.





About *Andover*

Andover is one of the fastest growing towns in Hampshire, set within the beautiful countryside of the Test Valley with the North Wessex Downs (AONB) to the north. The town has excellent road accessibility and via rail to London Waterloo. The Andover town council area has a population of 50,063 (2019) which is expected to rise to 54,810 by 2026, an increase of 9.5%.

The growth of the town of Andover has seen it develop from an historic market town into an increasingly significant regional town, with excellent communication links. Having relatively low levels of unemployment but predominately a low wage economy, making Andover a poor town in a wealthy county. Andover's core employment infrastructure comprises; storage / logistics; financial services and manufacturing / engineering. British Army Headquarters is based in Andover, as are Test Valley Borough Council and Andover College. There are a range of green spaces, a weekly market, 14 primary, three secondary and four special provision schools, five GP surgeries and a community hospital.

Located along the river Anton, which is a major tributary of the river Test, Andover is the principal town within the remit of the Test Valley Local Authority (making up 38% of the entire population of the borough). Over the last decade it has become a popular place for first time buyers owing to its proximity to good employment opportunities and relatively affordable housing.

There are three new major residential developments called Picket Twenty, Picket Piece and Augusta Park which are driving much of the population growth. Test Valley's Local Plan 2024 proposes two significant additional developments to Andover that would further increase the population of the town. The first is adjacent to St Michael's Knights Enham and would host 800 new homes: the second is adjacent to Picket Twenty and would host c.1,500 new homes.

Andover Vision is a council led community stakeholder group – it has become a significant gathering point for conversations about the future of Andover and its regeneration. A turning point came in December 2019 when Test Valley Borough Council launched the Andover Town Centre Vision and Master Plan which we were privileged to host at St Mary's.

The new Master Plan for Andover is something we are actively supporting and collaborating with TVBC and others on. We look forward to all that might be possible as it develops momentum in the coming years.

[\(https://www.thinkandovertowncentre.co.uk/\)](https://www.thinkandovertowncentre.co.uk/)

Test Valley Borough Council (TVBC) was awarded £18.3m from round three of the government's Levelling Up Fund (LUF), to build a multi-purpose theatre and cultural hub in the heart of the town. The funding allocated to Andover means the council can accelerate the Masterplan to transform the town centre – bringing more businesses, shops and homes into the heart of Andover.



Who *we're looking for:*

Person specification & Role description for the Rector of Andover Parish:

Purpose

- Lead Minister of Andover Parish.
- Committed to pursuing social transformation through the mission of the church, to build the Kingdom of God in Andover.
- To lead a Clergy team and staff team.
- To build congregations committed to prayer, bible study, evangelism and whole life discipleship.
- Be confident in welcoming people who are at different stages of their spiritual journey, through different expressions and traditions of worship.
- Support and encourage the ministry of lay people.
- Actively encourage members of the church family to identify and develop their use of God's gifts and talents.
- To keep us faithful to our vision and lead us into further growth.

Faith & Character

We are looking for a Rector who:

- Is confident in God – knowing they are a loved child of God.
- Is passionate about Jesus, living out their faith with joy and integrity.
- Has a mature faith, deeply rooted in prayer and scripture, growing in the likeness of Jesus and open to the renewing work of the Holy Spirit.
- Is humble and self-aware, with strong emotional intelligence and excellent inter-personal skills.
- Is confident in their own faith and secure in their identity as a Christian leader.
- Is committed to personal and corporate prayer, daily bible study and striving for professional excellence.
- Is responsible, loyal and trustworthy – able to hold a confidence appropriately within professional boundaries.
- Is devoted to making disciples and equipping others to become disciple-makers.
- Practises good self-care (spiritually, emotionally, socially, mentally and physically) to stay fresh and be a positive role-model for others.
- Has a great sense of humour, is friendly, and able to connect naturally with the church community.
- Has a heart for mission and congregational growth.

Skills and Experience

- A priest ordained in the Church of England with experience of large parish ministry.
- A strong understanding of how a large parish operates and be comfortable in that setting, with relevant experience of a typical range of duties in parish ministry including Civic and Festival services.
- Can demonstrate that your track record of leadership in either the church or the secular workplace has prepared you with the necessary skills to lead, equip and mobilise a gifted team to work, both in the church and the community.
- Relevant experience of working outside the Church before or since ordination.
- Strong organisational, communication and administrative skills.
- Experience of, or an understanding of, the principles of organisational change.

Competencies

- Somebody who is comfortable providing a range of different services according to parish needs that will be appropriate for a wide variety of people, including all ages, and those not yet familiar with the Christian faith.
- Someone who will work with, motivate and use the individual strengths of the lay members, churchwardens, PCC, Clergy and office staff.
- Able to recognise and respond to the needs of both individual people and the church community as a whole, and lead through any changes needed.
- Be prepared to discuss and address contentious and challenging issues where there may be a broad spectrum of views.
- Happy to network with other churches and keen to develop our outreach activities, using more opportunities to create links to the wider community in order to spread God's Word.
- Proficient in delegating.

Other aspects of the role

- The overall package (stipend, housing, pension) will match that of clergy in the Church of England.
- The incumbent is to fully participate in and contribute to the life of the deanery (including synod and chapter) and diocese
- This role description should be read in conjunction with the Guidelines for the Professional Conduct of the Clergy
- Adept in networking across a range of civic organisations and agencies

Key Working Relationships

- Lay volunteers.
- Staff team.
- Clergy.
- Parochial Church Council and Churchwardens.
- Local leaders of other denominations (Andover Churches together).
- Local community and civic partners. (TVBC).
- NHS PCN (Primary Care Network).
- Church Schools.
- Winchester Strategic Development Team.
- Andover Deanery Chapter.
- Andover Deanery.
- Gales Trust (ex-officio chair).
- Andover Charity Trustees (trustee).
- Andover Vision Stakeholder.

The congregations were also asked what they wanted their new Rector to be like ...



The *Rectory*

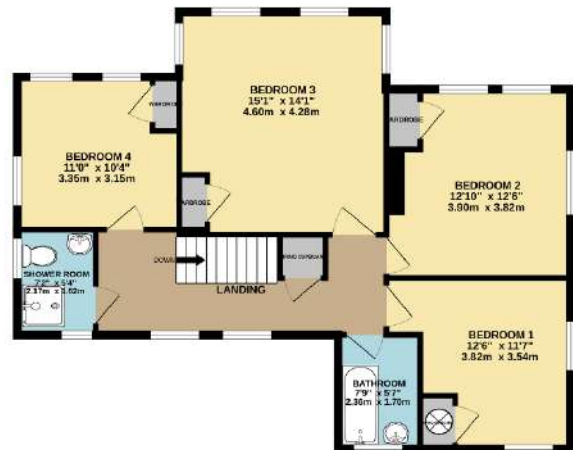
This spacious 4-bedroom rectory offers 1,737 sq. ft. of comfortable living space, laid out over two floors. The ground floor includes a study with built-in shelving and a small safe, making it ideal for an office or library. The living room, with its fireplace, opens onto the garden through sliding doors, allowing for easy outdoor access. The large open-plan kitchen and dining area, featuring tiled flooring, is perfect for family meals or entertaining guests. A convenient cloakroom and large storage cupboard are located off the hallway, while a lobby area provides extra storage and connects to the single garage.

Upstairs, you'll find four well-proportioned bedrooms, all with built-in wardrobes. Two bathrooms, one with a bath and the other with a shower. The home is carpeted throughout, except for the kitchen, enhancing the warm and inviting feel. Outside, the garden wraps around two sides of the house, mostly laid to lawn with mature trees, with views of the church. Additional features include a single garage and plenty of natural light flowing through the home.

GROUND FLOOR
912 sq.ft. (84.7 sq.m.) approx.



1ST FLOOR
826 sq.ft. (76.7 sq.m.) approx.



TOTAL FLOOR AREA: 1737 sq.ft. (161.4 sq.m.) approx.

Whilst every attempt has been made to ensure the accuracy of the floorplan contained here, measurements of doors, windows, rooms and any other items are approximate and no responsibility is taken for any error, omission or mis-statement. This plan is for illustrative purposes only and should be used as such by any prospective purchaser. The services, systems and appliances shown have not been tested and no guarantee as to their operability or efficiency can be given.
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