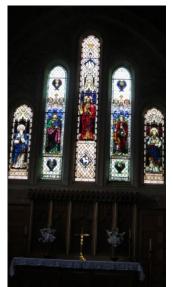
DIOCESE OF GRAFTON

Anglican Parish of Lismore



'A place to find the heart of God and each other'





Parish Church of St Andrew

Lismore

New South Wales

'We are an open family Church in the Anglican tradition striving to connect, grow and serve in Christ. We will connect to the wider community intentionally and meaningfully seeking to bring transformation of life through faith in Jesus Christ.'

What we believe: We are an Anglican Church! Seems like a simple statement of affiliation, but what exactly does it mean?

Yes it means that we are a part of the Anglican Church of Australia but more than that it means that we are a church that embraces the diversity of life and belief. We believe in the scriptures, and we base our worship on the Book of Common Prayer and subsequent prayer books of Australia.

What we believe is that every human being is loved by God, and we believe that we are called to share that love. We believe we are to love everyone and to put that love into action. We strive to be a church that is the family of God here in our part of the Northern Rivers area of New South Wales.

We believe we are called to show God's love to all people, regardless of their life situation. We are called to reach out in compassion to those who are doing it tough. We believe that we are called to feed the hungry, clothe the naked, release to those who

are captives, bind up the broken hearted and to bring God's good news to those who need to hear it.

Ultimately, we believe in Jesus Christ and his power to transform lives. We believe that because of Jesus' death and resurrection we can have forgiveness of sins and a new relationship with God and with each other.

Do these beliefs articulate your own? Are you called to be our next Incumbent? We invite you to learn more about our parish and our community as you discern God's call on your life.



Heart displayed on side of St. Andrews Church during the recovery effort after the historic floods of 2022.

Things we value and are passionate about in our parish:

- Diversity of worship styles
- Welcoming and inclusive community
- Strong volunteer culture
- Our Lay Ministers and Music Team
- Anglican Identity
- Importance of celebrations and special occasion services
- Mainly Music





We would love to:

- Increase our biblical knowledge (study groups)
- Support and structure for our music and worship teams
- Intentionally deepening connections with online community
- Build stronger connections both within the existing church groups and the wider community.
- Be better at advertising activities and general presence.

Our Skillset:

- Lay participation and leadership skills
- Online streaming
- Administration and management
- Catering
- Fellowship and collaboration
- Agility, can change in response to circumstances and community need.
- Strong 'can do will do' approach
- Faithfulness





Skillset of our Next Incumbent:

- Team Leader
- Listener
- Can delegate
- Enthusiastic Teacher
- Able to hold the space of a broad church and the diversity it brings
- Pastoral Care
- Good communicator
- Sense of humour
- Experienced

'Capable of aligning our hearts and minds to a shared vision, to lead and grow our congregation spiritually and in discipleship and in confidence to reach out into our wider community'.

A Little About Lismore and Environs

Lismore, New South Wales, is located on the Bruxner Highway and lies at the confluence of the Wilsons River (a tributary of the Richmond River) and Leycester Creek, The state capital city of Sydney is located 764 km (475 mi) to the south via the Pacific highway. Brisbane, the state capital of Queensland, is 200 kilometres (124 mi) to the north.

Lismore's central business district is located 35 kilometres (22 mi) from the eastern coast, and 46 kilometres (29 mi) southwest of Byron Bay. The coastal town of Ballina is 36 kilometres (22 mi) away. There are a number of rainforest patches in the area, remnants of the Big Scrub. These are preserved today, with a small pocket known as Boatharbour Reserve just east of town on the Bangalow road. The nearest large

and publicly accessible national park is Nightcap National Park.

Lismore enjoys a humid sub tropical climate with mild to warm temperatures all year round and ample rainfall. Temperatures in summer range between 20 °C (68 °F) and 35 °C (95 °F). The subtropical climate combined with geographical features means the urban area is unusually humid when compared with surrounding areas, with humidity levels often reaching 100% in summer. Lismore has on average 109.6 clear days annually.

The Archbishop of Canterbury's historic visit to Lismore in 2022 in response to the floods and global climate change.

Although no major environmental hazards affect the area, Lismore is renowned for frequent floods. One of the worst of these occurred in 1974, and more recently the mega floods in February and March 2022. St Andrew's church has never flooded however is isolated during flood time. The Rectory is flood free.

Lismore is the regional centre for the Northern Rivers area of New South Wales and is the headquarters of North Coast Health. Two hospitals, Lismore Base Hospital and St Vincent's Private Hospital serve the Northern Rivers population. The Norco Co-operative has its headquarters in Lismore and there are many small businesses, in addition to a large retail sector. The main campus of Southern Cross University is in Lismore.

Southern Cross University, offers undergraduate and postgraduate degrees in disciplines including business and law, tourism, humanities and social sciences, creative and performing arts, education, environment, marine and forest sciences, engineering, health and human sciences, law and Indigenous studies. The University was established in 1994 and has campuses at Coffs Harbour, New South Wales and Gold Coast, Queensland. The University has students from more than 80 countries around the world.

Lismore and the surrounding area is home to 11 public (8 primary, 3 high) and 9 private (5 primary, 4 high) schools.

CHURCH WARDENS

Dawn Back and Garry Fox: People's Wardens

Stephen Hall: Rector's Warden

PARISH NOMINATORS

Robert Weatherby, Ann Helmrich and Ray Houston

PARISH WEBSITE

www.lismoreanglicans.com

www.facebook.com/lismoreanglicans/

PARISH COUNCIL

Meets Third Tuesday of each month

THE ANGLICAN PARISH OF LISMORE

The Anglican Parish of Lismore covers an area broadly covering the Lismore Local Government Area (LGA). Within the parish there are now two (2) centres of worship;

St Andrew's - Lismore Zadoc Street, Lismore.

St Matthew's - Dunoon Approx 17 kms from St Andrew's.

N.B. St. Matthews Dunoon is subject to a review (October 2023) under the Diocesan Restructuring for Ministry and Mission plan.

https://www.graftondiocese.org.au/wp-content/uploads/2020/10/Restructuring-for-Mission-and-Ministry-Daring-to-Live-into-Gods-Future-for-Us.pdf

Parish Churches





St Andrew's Parish Church Lismore



St. Matthew's Dunoon

PARISH ACTIVITIES AND ORGANISATIONS

SUNDAY SERVICES:

St Andrew's 7.30am APBA 2nd Order Holy Communion

9.30am Family Worship (Messy Church 1st Sunday of month)

St Matthew's 5pm Saturdays APBA 2nd Order Holy Communion

OTHER SERVICES:

St Andrew's 11am Wednesdays APBA 2nd Order Holy Communion

St Andrew's 8.00am Morning Prayer (Thursdays)

AGED CARE FACILITIES – SERVICES – in Recess during Interregnum (Assisted by Lay Ministers and Retired Clergy)

Caroona Jarman 11am 2nd Thursday

Caroona Marima 11am 3nd Thursday

Caroona Kalina 11am 4th Thursday

RSL Chauvel 10.30am 1st Thursday

St Joseph's 11am 4th Thursday

Mary's Grange 9.30am 2nd Friday

OTHER ACTIVITIES:

Mainly Music – weekly

Prayer Chain — daily

Parish Council – 3rd Tuesday month

Bell Ringing Practice — Wednesday and Friday 5.30pm St Andrews Society of Bellringers

Op- Shop — Monday to Saturday. Located at suburban Goonellabah in property

owned by the Parish

Cursillo

Women's Guild (Dunoon)

Emergency Food Pantry - Mon to Fri at the Parish Office

Soup Kitchen - Sunday lunch

Minister's Fellowship

Craft Group

Catering Group

Care and Share Group



The Parish Hall is currently hired to several local organisations including an acapella singing group, special school and CWA Lismore evening group.

The Incumbent is also the Chair of the Lismore Parish Centre Pre-School Management Committee and Patron of the St. Andrew's Society of Bellringers.

Lismore Parish Centre Preschool has been operating in the grounds of St. Andrews for nearly 50 years. The preschool can cater for 29 students between the ages of 3 and 5 years old. The Preschool is operated in line with School Terms as per the NSW Department of Education calendar, with the exception of term time Staff Development days.



Website: https://parishpreschool.org

Facebook:

https://www.facebook.com/LismoreParishCentrePreschool



PARISH RECTORY

Situated in the suburb of Goonellabah 9.5 kms from St Andrew's church and parish office.

Purchased April 2023



All one level, this lowset 4 bedroom home sits at the end of a quiet cul de sac. All bedrooms have built-in robes, main has an ensuite, walk-in robe plus a built-in robe. Living areas are provided by a separate lounge room plus an open plan spacious kitchen/meals/family area. The north facing outdoor patio leads to a landscaped side yard. Double lockup garage with remote control and internal access. Many extras include - plantation shutters, ducted air-conditioning, dishwasher, pantry, 2 lawn lockers, 2 tanks connected internally, solar panels and surplus built-ins throughout. Underneath, at the rear of the home is a great storage and workspace area. All this set on 749m2 block with gates to the right-hand side yard.



PARISH OFFICE

Situated in the west end of the Parish Hall near the west door to the Church. It is a large spacious 2 level office with all facilities and a private area for the Rector. A separate area is provided for the Parish Administrator.





Financials: Available upon EOI

Want to know more? Please see our appendices, for information about the strategic plan, census data, the history of the parish and more.

If you feel called to be the next Incumbent of the Parish of Lismore please send your Expression of Interest to Bishop Murray Harvey at the Bishop's Registry in Grafton. pa@graftondiocese.org.au

APPENDICES



Strategic Plan 2022-2026

The LISMORE ANGLICANS Vision

A place to find the heart of God and each other.

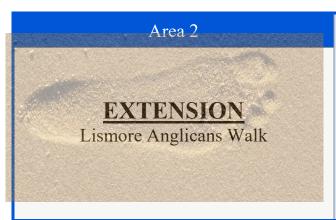
The LISMORE ANGLICANS Mission

To ENABLE people to grow and share together by embracing the heart and love of God.

The LISMORE ANGLICANS Mission Action Areas



- **PROVIDE** a broad range of worship experiences that engages with all types of worshippers.
- **ENJOY** joyful, fulfilling an enriching worship grounded in the Anglican Prayer Books.
- **EQUIP** space for worship that is attractive and well looked after.
- **GROW** an online congregation that worships via streamed services.



- PROVIDE various ways for people to grow in faith, be they new to the faith or have been walking with Christ for a long time.
- DEVELOP our ministry team to enhance fellowship, support and knowledge of the faith.
- **CONDUCT** regular fellowship events that enable people to know and support one another.
- **EDUCATE** a fellowship team that would work to organise fellowship events.
- **CREATE** opportunities for an online congregation to grow in faith and connection with each other.

OUTREACH Lismore Anglicans Care

- **ADVANCE** the pathways model of discipleship.
- **ENGAGE** in the work of reconciliation within our community.
- ADVOCATE social justice issues within our community
- ENHANCE the ministry connection with the Parish Centre Preschool.
- **GROW** the online presence through social media and the website.

Area 1	-	WOR:	SHIP	Lismore	Ang	licans	Love
I III Cm 1		TT OIL	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Lisitioic	21118	neuris	Love

Aims Strategies to Succeed PROVIDE

- PROVIDE a broad range of worship experiences that engages with all types of worshippers.
- **ENJOY** joyful, fulfilling an enriching worship grounded in the Anglican Prayer Books.
- EQUIP space for worship that is attractive and well looked after.
- **GROW** an online congregation that worships via streamed services.

Performance Measures

- What different worship styles tried and how well they were carried out.
- How many online worshippers participate.
- Final decision taken by the Parish Council on the fate of St Peters, Goonellabah.
- Create musicians succession strategy plan.
- Participation of Conservatorium of Music and local schools in parish activities.

Evaluation Methods

- Parish general worship survey.
- Parishioner interviews.
- Data of online participation in roster activities.
- Online congregation survey.
- Impact analysis by parish council on the outcome of St Peters Goonellabah on the Parish activities and financial sustainability.

- ROVIDE
- Recognise the 9 different worship styles.
- Have the best quality music we can get.
- Connect with Conservatorium of Music and local schools.
- Create a succession strategy for musicians.
- Organ scholarship at the Conservatorium of Music.
- Create an organist understudy position.
- Revive traditional choir.
- Launch a new contemporary choir.
- Introduce liturgical dancing.
- Conduct organ/musical recitals at lunch times during the week.

-

ENJOY

- Introduction of prayers before services.
- Encourage in person congregation to engage with online audience during services.

EOUIP

- Care for buildings we worship in.
- Plan to provide a Rectory with possible conversion of St Peter's Goonellabah and closure of place of worship.
- Use the garden and lawn space for worship.

GROW

- Ask the online congregation to share in roster (i.e. readings which can be videoed).
- Include online comments during services

Aims	Strategies to Suceed			
 PROVIDE various ways for people to grow in faith, be they new to the faith or have been walking with Christ for a long time. DEVELOP our ministry team to enhance fellowship, support and knowledge of the faith. CONDUCT regular fellowship events that enable people to know and support one another. EDUCATE a fellowship team that would work to organise fellowship events. CREATE opportunities for an online congregation to grow in faith and connection with each other. Performance Measures	PROVIDE - Conduct "panel events" on items and issues. - Run music events. - Singalong. - Bible study groups. - DEVELOP - Encourage youth and children's ministry. - Introduce Pastoral Care Program. - CONDUCT - Implement pub lunch activities.			
Activites conducted.Value parish and participants have over activities.	 Picnic at Rocky Creek Dam. Home group/cell group/ connecting group. Coffee groups. 			
 Evaluation Methods Data on activities conducted (numbers of participants and worth of activities) Exit slips completed by participants Data on new participants and new returning participants. Interviews of participants on experiences 	 Coffee groups. Family camps. Transport sharing initiative. LINC activities. Meals together. Catering group. Christmas Shop EDUCATE Develop Messy Church and Mainly Music programs Leadership enabling initiatives and/or programs. CREATE Institute zoom sessions for online participants to get know each other. 			

Area 3 - <u>OUTREACH</u> Lismore Anglicans Care				
Aims	Strategies to Suceed			
 ADVANCE the pathways model of discipleship. ENGAGE in the work of reconciliation within our community. ADVOCATE social justice issues within our community ENHANCE the ministry connection with the Parish Centre Preschool. GROW the online presence through social media and the website. 	 ADVANCE Use Op Shop by having people available to talk with. Little Kids. Connections with other local churches. LMF interchurch services/ministry. Zoom morning teas. Bell ringing activities to open more pathways into the Parish community. 			
Performance Measures	ENGAGE			

- Community engagement in conversation with people at the Op Shop.
- Amendments of Pre-School constitution through Synod and Bishop-in-Council.
- Activities conducted.
- Participation in activities.
- Value of activities by participants.
- Increase in social media engagement.
- Increase in website use.
- Number of community members helped through social justice initiatives.

Evaluation Methods

- Evaluation by Parish Council on relationship of Pre-School with Parish.
- Data on number of participants in activities.
- Data on activities conducted.
- Data on community members engaged.
- Exit slips completed by participants.
- Data on social media engagement.
- Data on website use and engagement.
- Parish survey

- Include First Nations people language in Parish activities.
- Have a service in First Nations people language and invite local Elders.
- Bell ringing quarter peal called in local Bundjalung language.

ADVOCATE

- House blessings.
- Anglicare
- Soup kitchen Sundays

ENHANCE

Return the Pre-School to Parish control and develop outreach through the Pre-School.

GROW

- Improve social media presence.
- Improve ease and access of website.

2021 Census – Age Distribution of Lismore Local Government Area (LGA)

AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing Lismore (LGA14850) 1287.7 sq Kms

G04 AGE BY SEX Count of persons

	Males	Females	Persons		Males	Females	Persons
Age (years):							
0	200	182	382	30	245	266	512
1	201	223	426	31	222	241	462
2	227	201	426	32	199	258	460
3	206	218	422	33	223	235	455
4	256	194	452	34	260	223	489
0-4 years	1,086	1,022	2,106	30-34 years	1,151	1,224	2,375
5	250	235	491	35	248	223	472
6	227	221	451	36	209	264	472
7	282	246	534	37	231	269	505
8	272	261	532	38	261	295	550
9	285	278	558	39	245	279	526
5-9 years	1,319	1,248	2,570	35-39 years	1,190	1,336	2,529
10	296	267	560	40	251	276	531
11	286	298	582	41	256	268	524
12	313	263	577	42	261	285	548
13	301	264	568	43	243	274	514
14	320	296	618	44	233	323	559
10-14 years	1,516	1,393	2,904	40-44 years	1,243	1,425	2,667
15	308	265	577	45	279	255	538
16	283	229	505	46	279	270	550
17	290	293	583	47	288	312	602
18	270	249	519	48	268	315	590
19	241	226	474	49	298	354	651
15-19 years	1,393	1,262	2,657	45-49 years	1,416	1,517	2,929
20	260	225	484	50	312	333	649
21	246	221	468	51	299	307	609
22	215	250	469	52	286	295	579
23	214	224	434	53	269	280	557
24	238	192	422	54	322	348	668
20-24 years	1,172	1,107	2,285	50-54 years	1,485	1,569	3,055
25	237	235	473	55	311	296	611
26	226	260	480	56	317	312	629
27	227	218	443	57	322	327	647
28	227	224	455	58	327	348	676
29	259	272	526	59	338	335	669
25-29 years	1,174	1,201	2,376	55-59 years	1,608	1,621	3,227

This table is based on place of usual residence.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or column

2021 Census Religious Affiliation of Lismore LGA

AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing Lismore (LGA14850) 1287.7 sq Kms

List of tables
Find out more:
Religious affiliation

G14 RELIGIOUS AFFILIATION BY SEX

Count of persons

	Males	Females	Persons
Buddhism	220	313	535
Christianity:			
Anglican Anglican	<mark>2,324</mark>	2,764	<mark>5,085</mark>
Assyrian Apostolic	0	0	0
Baptist	144	176	316
Brethren	0	0	3
Catholic	3,803	4,308	8,119
Churches of Christ	11	17	29
Eastern Orthodox	36	42	77
Jehovah's Witnesses	75	92	165
Latter-day Saints	25	26	55
Lutheran	26	29	57
Oriental Orthodox	3	5	12
Other Protestant	64	59	117
Pentecostal	184	230	413
Presbyterian and Reformed	747	822	1,570
Salvation Army	35	46	80
Seventh-day Adventist	152	143	295
Uniting Church	715	849	1,561
Christianity, nfd	530	607	1,138
Other Christian	84	80	162
Total	8,951	10,304	19,259
Hinduism	82	80	159
Islam	70	70	141
Judaism	24	18	45
Other Religions:			
Australian Aboriginal Traditional Religions	6	10	19
Sikhism	67	61	128
Other Religious Groups(a)	145	248	387
Total	220	322	540
Secular Beliefs and Other Spiritual Beliefs and No Religious Affiliation:			
No Religion, so described	9,899	9,212	19,112
Secular Beliefs(b)	96	93	191
Other Spiritual Beliefs(c)	67	83	143
Total	10,056	9,385	19,450
Religious affiliation not stated(d)	2,135	2,079	4,212
Total	21,758	22,573	44,334

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

BRIEF HISTORY OF LISMORE PARISH

1871	First Church (wooden)
1884	Lismore becomes parish
1904	Stage 1 new brick St Andrews
1914	Stage 2 Chancel, transepts added (The southern transept is known as the Warrior's Chapel. St Andrews is one of a few churches in Australia classified as a "Garrison Church" housing the "Colours" of 41 st Battalion, Royal New South Wales Regiment.)
1914	Installation of Organ. Built by Ernst Ladegast in Sydney with English pipework and German mechanical components. Major restoration occurred in 1994-1996.
1935	Stage 3 (Final) Tower and Spire added
1936	Opening of North Coast Children's Home
1971	Opening of new Parish Centre
1976	Parish Centre Pre School opens
1981	Parish of Nimbin and Parish of Dunoon absorbed into Lismore Parish
2002	Installation of 6 change ringing bells
2004	Installation of further 2 bells completing a peal of 8 bells
2014	Centenary Celebrations
2020	Opening of current Parish Office
2021	Closure and Deconsecration of St Mark's Nimbin
2022	Mega Flood February significant damage to St Thomas' Wyrallah ad major damage to St Andrew's bell tower and bells
2022	Sesquicentenary
2023	Deconsecration of St Peter's Goonellabah and St Thomas' Wyrallah

PARISH STATISTICS

Church Attendance in 2022 NB COVID PANDEMIC HAS AFFECTED NORMAL STATISTICS

Number of Eucharistic Services 209

(includes all services at out centres and aged care facilities)

Number of Non Eucharistic Services 131

Home Communion Services 16

TOTAL NUMBER OF SERVICES 346

Number of Communicants during 2022 9325

Number of On Line services 131

On Line Attendance 9888

Total church attendance (all services) 9342 (includes funerals, weddings etc)

Number of Baptisms 6

Number of Weddings 2

Number of Funerals 25

Average Service Attendance;

St Andrews 7.30 am Sunday 40 2023 figures on rise post Covid

St Andrews 9.30 am Sunday 30 2023 figures on rise post Covid

St Andrews Midweek 15

St Matthew's Dunoon Sunday 13

St Thomas' Wyrallah Sunday 6 Closed and deconsecrated 2023

Aged Care Facilities: Caroona Jarman Caroona Kalina Caroona Marima

Chauvel Mary's Grange St Josephs.

All services were significantly affected by Covid-19. Lockdowns throughout the year 2022 and transfer of clergy late that year, have necessitated services being placed in recess during the Interregnum.

ST ANDREWS SOCIETY OF BELLRINGERS AND HISTORY OF THE BELLTOWER

"Early in 1934 it was decided the time had come to complete the building of St Andrew's by finishing the West Front and and adding a Tower and Spire. The Tower was intended as a memorial, erected to record the services rendered by the pioneers, and the soldiers who gave their lives in the Great War. The intention was to have a book of parchment with the name recorded in perpetuity" (Page 31 St Andrew's Lismore 1871-1984 Reg Stitt)

BACKGROUND

On 29 November 1934 the Governor of New South Wales, Sir Phillip Game, laid the Foundation Stone for the tower and spire of St Andrew's Church of England, Lismore NSW.

On 16 June the following year the Archbishop of Sydney, Most Rev. H.W.K. Mowll, performed the dedication service for the tower and spire in front of a crowd estimated to number 2,500 people. The intention of building a tower and spire was to accommodate church bells, however the Great Depression and World War II intervened and plans for installing bells were shelved.

Over the years several generations raised the issue of completing the tower with a set of bells, however it was not until 1998 that plans became realistic and in 2002 six bells were installed. In 2004 two smaller bells were added to the existing ring.

TRADITIONS

Unlike some church bells in Australia, St Andrew's Bells are rung in the English change ringing tradition. This practice is quite different to chiming bells and carillons.

TECHNICAL DETAILS

The Tenor Bell, and bells 7 to 3 were cast in England by Thomas Mears in 1831 and 1832 and retuned in 2001 by Whitechapel Bell Foundry, London, England in the key of B flat. The treble and number 2 bells were cast by Whitechapel Bell Foundry, London, England in May 2003. The bells reflect local history and have been named after past and present churches within the parish of Lismore.

ST ANDREW'S SOCIETY OF BELLRINGERS

The Society is a sub committee of the Lismore Parish Council and was formed in 2003 with first Annual General Meeting held 4 February 2004.

Currently bell ringing has been suspended due to significant damage to the tower in February 2022 and March 2022 flood events and repairs are currently occurring.

