

Rector of the Dickleburgh and The Pulhams benefice
Dickleburgh with Langmere and Shimpling, Pulham Market,
Pulham St Mary, Rushall, Starston, Thelveton with Frenze

These notes are intended to supplement the information given in the Parish Profile, adding a slightly wider perspective with some further information.

The Parishes and this job

This benefice is in an attractive part of south Norfolk and is served by an enthusiastic and able ministry team, as well as an equally enthusiastic band of committed lay members. There is a real commitment to grow in depth of discipleship, in service and in numbers.

There is a real desire within the churches for moving on under God and being refreshed and renewed in the mission of God in these communities.

Diocese and Deanery

The Bishop of Norwich has written an Ethos and Culture Statement, available on the diocesan website (www.dioceseofnorwich.org/jobs), which gives details of our structures and the character of the Diocese.

The Diocesan mission strategy, *Committed to Growth*, was launched in 2007 and has seen growth in discipleship, service and numbers as a result of parishes developing their own growth plans. During 2016, this has been extended through the ***Diocesan Mission Strategy 2021, "... more than we can imagine . . ."*** with its four work streams of *Listen, Celebrate, Imagine* and *Empower*. Further information about our mission may be read at:
www.dioceseofnorwich.org/churches/mission.

The benefice falls within the Archdeaconry of Norfolk, and so under the care of the Bishop of Thetford (The Rt Revd Dr Alan Winton) and the Archdeacon of Norfolk (The Venerable Steven Betts). The benefice is in the Redenhall Deanery whose Rural Dean is Canon Nigel Tuffnell, Rector of the Redenhall with Scole benefice. There are 6 incumbents, 7 OLM Curates, 1 Title Curate and 17 Readers in the Deanery.

Attendance at Synod and Chapter is an expectation and all diocesan clergy are encouraged to give some part of their time and energies to the wider Diocese.

Authorised Worship Assistants

Authorised Worship Assistants (AWAs) in the Diocese are called out from a congregation through the agreement of the incumbent and PCC. AWAs are able to exercise a ministry of leading worship and assisting with the Ministry of the Word or giving an address or talk in the context of worship. Crucial to the success of the ministry of an AWA is the support and guidance given by the incumbent. An AWA is only able to exercise a ministry in the parish with the approval, and under the authority, of the incumbent.

The Revd Dr Paul Overend is the Diocesan Lay Development Officer, and he comes with rich experience of adult Christian education and learning. Part of his brief is to support the AWA initiative.

Further information on the AWA scheme can be found at <http://staff.diocesan.co.uk/documents/awa%20booklet.pdf>

Continuing Ministerial Development

Ministerial Development Reviews are conducted every two years (by the Bishop or the Archdeacon) in the context of a Parish Visitation; these provide opportunities for encouragement and development. We are committed to providing appropriate opportunities for clergy to participate in education and training which will nurture and support both personal ministerial development and parish/benefice development. We are working, often in partnership with other dioceses in the Eastern region, to resource clergy at different stages in their ministerial journey, often by means of residential training experiences. These include – induction to the Diocese, Incumbency skills and New Posts conferences, a Clergy Leadership Programme, an annual Theological Refreshment for Ministry course, Celebrating Wisdom (for those with substantial ministerial experience and towards the end of ‘mid-career’), Rural Deans’ courses and Pre-retirement preparation. Opportunities to attend courses on rural and multi-church ministry at the Arthur Rank Centre are also offered and funded as are a wide range of events run locally and nationally and publicised through the diocesan website. There are also some CMD Advisers who will visit and work with new incumbents in the early months of their ministry. The personal annual CMD allowance is set currently at £100 per year and additional grants are available for sabbaticals, study leave and award-bearing courses. Details of all these opportunities can be found at: www.dioceseofnorwich.org/training/cmd. There is also a scheme for new first-time incumbents (and those returning to incumbency after a significant break away) in which they are offered mentorship from an experienced parish priest elsewhere in the Diocese.

Diocesan Finances and Deployment

The Diocese has had a policy of sustaining stipendiary parochial numbers. In part, this is enabled by having relatively few paid diocesan advisers but many aspects of work such as Social and Community Concerns and support for Youth and Children’s work and Fresh Expressions have developed very effectively in other ways. Although we had a few years of deficits in the diocesan budget a new parish share system called *TRiO* (The Responsibility is Ours) began in January 2014 and resulted in increased parish share collection over two years of more than £1million. The increases are being sustained and this gives opportunity to take more risks in relation to our future mission strategy, especially in areas of housing growth and other situations of missionary opportunity. The new mission strategy document describes all this in some detail, and has been drawn up following a very widespread diocesan consultation. The Bishop of Norwich presented the new mission strategy at events during May and June 2016 to a total audience well in excess of 2,000 people.

Housing

The house is at Pulham Market and described in the Parish Profile.

Patronage

The Patrons of the benefice are The Lord Chancellor, The Prime Minister and The Patronage Board of the United Benefice of Dickleburgh and The Pulhams, the latter having the Right of Presentation at this turn.

Enquiries, Applications and Interviews

An application form can be downloaded from the diocesan website:-

www.dioceseofnorwich.org/jobs and should be sent to the Bishop's PA, Graham Cossey at The Red House, 53 Norwich Road, Stoke Holy Cross, Norwich NR14 8AB, and email graham.cossey@dioceseofnorwich.org.

The form, after we have removed the confidential declarations for safeguarding and other purposes (Section 7 to the end), will be forwarded to the Patron(s) if appropriate.

*+Alan, Bishop of Thetford
February 2017*

Any priest wanting an informal discussion before deciding whether to apply is welcome to be in touch by telephone or e-mail with:-

The Bishop of Thetford, The Rt Revd Dr Alan Winton (01508 491014)
bishop.thetford@dioceseofnorwich.org

The Archdeacon of Norfolk, the Venerable Steven Betts (01603 559199)
archdeacon.norfolk@dioceseofnorwich.org

