

## ***Rector of the Caister benefice***

### *Caister-On-Sea and West Caister*

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 is a post where there is real potential for the churches to grow, not least in the ability to reach out to the wider community and ensure that the worship offered is welcoming and accessible to those who might come. The PCC are open to the appointment of a female or male priest.

The previous incumbent who served here for over 20 years made a real effort to connect with community life, not least through involvement in the schools and with the lifeboat, and there is scope to build on this legacy. However, there is a need for fresh thinking and for someone with vision and the willingness to try some new things. The congregations are supportive and welcoming, but recognise, I think, their need for support and for some innovative thinking to help renew the life of the parish, particularly in relation to outreach and mission.

### **Diocese and Deanery**

The Bishop of Norwich has written an Ethos and Culture Statement, available on the diocesan website ([www.dioceseofnorwich.org/jobs](http://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](http://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 Great Yarmouth Deanery whose Rural Dean is The Revd John Kinchin-Smith. There are 8 incumbents, 1 Team Vicar, 1 Associate Priest, 1 Assistant Minister, 2 Assistant Curates, 3 Title Curates, 9 retired clergy with Permission to Officiate and 12 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](http://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 in Caister and described in the Parish Profile.

### **Patronage**

The Sole Patron is the Trustees of The Society for the Maintenance of the Faith (SMF).

## Enquiries and Applications

An application form can be downloaded from the SMF's website ([www.smftrust.org.uk/vacancies.php](http://www.smftrust.org.uk/vacancies.php)) from 13<sup>th</sup> January 2017.

*+Alan, Bishop of Thetford  
January 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](mailto:bishop.thetford@dioceseofnorwich.org)

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

