



The Bishop of Norwich
The Rt Revd Graham Usher

 **THE CHURCH
OF ENGLAND**
Diocese of Norwich

May 2026

Bishop of Norwich's Letter – Associate Vicar of Earlham (Crossroads) and UEA Chaplain

Thank for your interest in this post, as together we seek to discern who God may be calling to serve in this exciting dual role.

The church communities in Earlham have a warm and caring heart, a vision for outreach and service, and they play an important role in the church ecology of the Diocese of Norwich.

The chaplain's role at UEA is an important expression of our mission to grow younger and more diverse. This will include connecting with other aspects of the diocesan strategy in this area, such as our vocations work, the bishop's annual young adult pilgrimage to Taizé. The role also includes outreach to staff, fostering interfaith understanding (the UEA chaplaincy building is for people of all faiths), and making connections with faith and university life. The two roles of Associate Vicar & UEA Chaplain held together, open up many possibilities for new, creative, and fruitful ministry.

The previous Associate Vicar and Chaplain was much appreciated for his thoughtful, open and generous approach. Pastoral ministry is valued in both places, and an ability to build trusting relationships within the church and among the wider community.

The new Associate Vicar and Chaplain will need work collaboratively with colleagues in the benefice and deanery – especially with The Revd Sam Lees, who is the Vicar of Earlham. We are therefore, looking for someone with the skills, experience and aptitude to enable the ministry of others.

Earlham is in the Deanery of Norwich South - one of three deaneries in the Norwich Archdeaconry, under the direct oversight of the Bishop of Norwich, which is closely shared with the Archdeacon of Norwich. It has a supportive Deanery Chapter and Synod, and the new Vicar will be expected to play a full part in its life and to give some part of their time to the wider life of the Diocese.

The Diocese of Norwich shares a common vision to be Transformed by Christ: Prayerful, Pastoral, Prophetic. This vision is worked out in different ways in different places through nine key priority areas and more detail can be found on our diocesan website.

The Diocese is committed to flourishing and fullness of life for all its clergy. We have formally adopted the CoFE Clergy Wellbeing Covenant and are committed to building on its recommendations – for example, as well as a weekly day off, clergy are encouraged to take an additional day off each month

ensuring a regular pattern of two consecutive days off, and in offering generous holiday grants for couples and families with a low income.

If you sense God may be calling you to be the next Associate Vicar of Earlham and UEA Chaplain, we would love to hear from you.

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