

Sprowston & North Norwich

Benefice Profile 2026



The Vision for the Role

We are seeking an enthusiastic and gifted priest to serve as Team Rector at a formative and promising stage in our shared life.

This post offers a significant opportunity to help shape mission and ministry within a Team Ministry that is still young, developing, and full of potential across the Sprowston and North Norwich area - with particular responsibility for pastoral leadership within Sprowston parish.

The Team Ministry comprises four parishes:

St Mary & St Margaret & St Cuthbert's at Sprowston with Beeston St Andrew; St Mary Magdalene with St James, Norwich; St Luke's with St Augustine's, Norwich; Christ Church, New Catton



Key Opportunities in this Post

This role offers a priest:

- The opportunity to shape and develop a young Team Ministry – nurture and articulate a shared vision drawing on our diverse strengths.
- The chance to lead a major initiative – Streams Multipliers – in Sprowston, to grow the church in numbers and impact, as part of the Diocesan Strategy, using external investment.
- A parish combining rich congregational life with significant housing growth.
- Established schools ministry with clear potential for further development.
- A community where pastoral ministry and occasional offices are highly valued.
- A supportive clergy and lay team with diverse gifts and experience.
- Churches with distinct identities, offering variety in ministry and worship.
- Close proximity to Norwich city centre and the Norfolk countryside.

The Task

- Provide leadership in developing the Team Ministry ensuring that collaboration and mutual support is at the heart of it all.
- Lead us on a journey in developing a shared vision drawing on our diverse strengths.
- Inspire and help lead mission in Sprowston parish and with its expanding housing developments, which will be resourced through being a Streams Multiplier.
- Play a key role in the recruitment and support of a new colleague – a Team Vicar for Sprowston.
- Undertake (or delegate) Chaplaincy to the East of England Showmen's Guild.

Person Specification

We are seeking a priest who is:

- Committed to parish ministry and pastoral leadership.
- Theologically grounded within a broad Anglican context.
- Excited by the chance to lead one of our Streams Multipliers.
- Comfortable leading varied styles of worship.
- Collaborative in leadership style.
- A clear communicator and preacher.
- Relational and pastorally attentive.
- Resilient, adaptable, and well-organised.
- Able to serve and grow our ministry with schools, children, and young people.
- Encourage and oversee lay ministries, including worship and pastoral care.
- Together with colleagues, share fully in occasional offices.
- Support us in administration and generous stewardship.
- Strengthen and deepen community partnerships
- Embrace being part of a team of generous and inclusive churches, with a breadth of Anglican theology and worship, from Liberal Catholic and Sacramental to Open Evangelical.



Growing a Fresh Missional Culture – Streams Multipliers

The Diocese of Norwich is embracing a vision to be **Transformed by Christ – Prayerful, Pastoral, Prophetic.**

As part of this, we are developing a major strategic programme designed to grow a confident missional culture across every benefice which we are calling Streams.

Streams has two major features:

- i. **The creation of a missional vision and culture**, in which every benefice is invited to join in with a journey of reflection and inspiration with others.
- ii. **Streams Multipliers**, which are churches where focused investment is expected to drive significant growth, renewal, and blessing for their wider communities.

St Cuthbert's, Sprowston, has been chosen as the Norwich Area Streams Multiplier, and the new Team Rector will lead the way in helping to shape its future.

You will work with the benefice PCC, the Diocesan Mission Team and National Church officers to create a vision and plan which will lead to many new people coming to know the love of Jesus, an increase in numbers, depth and impact in church communities, and a strong ethic of sharing and encouraging with other church being blessed from this abundance.

It is expected that Sprowston will receive an investment from the Strategic Mission and Ministry Investment Board through the Diocesan Investment Programme (DIP) process which will allow for work on the church building to make it more welcoming and attractive and the employment of paid staff who will work alongside the Team Rector to deliver the priorities agreed with DIP and the Diocese, especially around growing younger and more diverse.

Sprowston Mission Statement:

We are an inclusive church family at the heart of our community.

Our mission as a church is to:

- Worship God
- To love and care for each other and the earth
- To make disciples
- To make a difference to life in Sprowston and beyond, for people and planet



Sprowston: A Parish of Breadth, and Exciting Opportunities

The new Team Rector will have particular care for the parish of Sprowston, which will be shared in collaboration with a new Team Vicar colleague – who they will help appoint.

Sprowston offers a rich context for parish ministry within the wider Sprowston & North Norwich team. This is a parish marked by faithful congregational life, strong pastoral instincts, and a genuine commitment to collaboration. Here, inherited traditions are valued, relationships matter deeply, and there is an openness to thoughtful development of church life.

We are part of a Team Ministry still growing into our shared identity — realistic about challenges, confident in our strengths, and hopeful about the future. We are seeking an incumbent in Sprowston who will relish parish ministry and enjoy working collegially as Team Rector.

Context

Sprowston is a well-established suburban community, now designated a Town, situated on the northern edge of Norwich. It offers a context combining historic roots with continuing residential expansion.

The Parish Church of St Mary & St Margaret, a beautiful medieval building, originally sat within farming land, but housing has been built upon some of this surrounding land. St Cuthbert's was built to serve the growing southern community and continues to provide a flexible and accessible worship and community space.

Sprowston has grown significantly over the past century and continues to expand through major housing developments. This presents a stable yet evolving parish context with clear missional opportunities.

The parish includes six primary schools, with strong and regular engagement through assemblies and church-based events. There is both a firm foundation and clear potential for deepening these relationships. There is also a secondary school with which we currently have no links.

The parish reflects a mixed demographic, including a significant elderly population alongside younger families. Pastoral ministry is therefore both valued and central to parish life.

Community life is well-supported by local facilities, green spaces, and accessible connections to Norwich city centre.

Our Churches

Both churches belong to a broad church / central Anglican tradition while maintaining distinct identities.

We seek to be inclusive, welcoming, and pastorally attentive churches, aligned with the diocesan vision of being Prayerful, Pastoral, and Prophetic.

We are currently working towards becoming an eco-church.
Our Electoral Roll currently stands at 87.

Services

The pattern of worship in our two churches reflects both continuity and variety.

Sunday services are held at St Cuthbert's (9.30am) and St Mary & St Margaret's (10.30am). Morning Prayer is said during the week across the Team churches, alongside a regular midweek Communion at St Mary & St Margaret's (9.30am).

Additional services throughout the year – including Remembrance, Bereavement, Christingle, and other seasonal occasions — are well-supported and form an important part of community engagement.

Occasional offices are a significant aspect of ministry, particularly funerals, reflecting strong pastoral relationships and good connections with local funeral directors.



St Cuthbert's

www.youtube.com/shorts/u_Tw6_8nj3U

St Cuthbert's offers a flexible, informal, and relational worshipping environment with a broad demographic. The average Sunday attendance is approximately 30.

The worship is varied, with an organist and music group who play in a variety of styles both traditional and contemporary. The atmosphere is informal, and currently the clergy tend not to robe.

Worship is varied in style and is generally more informal with no vestments worn. The building functions as a multi-purpose space for worship and community activities.

A key part of our community is the Sprowston Parish Players, with the main worship space incorporating a theatre stage and with congregational members being part of the group.

www.sprowstonparishplayers.co.uk

The church hosts a wide range of uniformed youth organisations. Also, Bertie's Babes a weekly term-time stay and play toddler group providing significant ongoing contact with children and families.

The church supports a weekly lunch for retired people offering food, fun and friendship.

There is a strong culture of openness to development and experimentation in worship and outreach.



St Mary & St Margaret's

www.youtube.com/shorts/7WTSYBQxTTM

The Parish Church provides a more traditional Anglican setting, valued for its continuity, pastoral warmth, and architectural beauty. The church is open daily and attracts people seeking tranquillity and solace.

The congregation is generally older, stable, and has experienced modest growth.

Average Sunday attendance is approximately 35.

The church serves as the primary location for weddings, baptisms, funerals, and civic occasions, reinforcing its role as a visible community presence.

There is a weekly coffee morning which attracts 25-40 members from the community.

There are realistic opportunities for sensitive innovation and development.



Activities within the Parish

Ecumenical relationships are positive and well-established.

Study groups, formation courses, and seasonal gatherings contribute to parish life.

Previous initiatives – including engagement on new housing developments and 'Pub Church' – demonstrate both creativity and openness to new forms of ministry.

The social and relational life of the churches is highly valued.

There is clear encouragement for imaginative continuation and development of such initiatives.



Diocese and Deanery

The Diocese of Norwich spans a diverse county, with around a third of its population living within the vibrant and historic city of Norwich. The Diocese is organised into three informal episcopal areas, each served by a Bishop and Archdeacon.

We see the ministry of the whole of the Diocese of Norwich, across Norfolk and Waveney, as being about how we live our life together, for the flourishing of every person in every place. **Transformed by Christ: prayerful, pastoral and prophetic.**

Further details of our diocesan vision can be found here www.DofN.org/vision



This post sits within the Norwich Archdeaconry and the Deanery of Norwich North.

Formed in September 2021, the Team Ministry brings together the New Catton and Sprowston areas. Four previously single-parish benefices were united, creating a collaborative team of 4.5 stipendiary clergy, PtOs, alongside licensed and authorised lay ministers.

The benefice encompasses varied urban and suburban communities characterised by strong neighbourhood identities, schools, and community networks.

North of the ring road, Sprowston is significantly larger in both population and area and continues to expand through major housing developments. This growth provides a particularly fruitful missional context, offering opportunities for relationship-building, community presence, and imaginative engagement.

There are natural and well-established links between Sprowston and the New Catton area, particularly in the northern parts of Christ Church parish.

Safeguarding

Safeguarding is of central importance to the Sprowston and North Norwich Team and PCCs.

We are fully committed to promoting the safety and wellbeing of children, young people, and vulnerable adults.

We have adopted the Church of England Safeguarding Policy and follow Safer Recruitment processes. A Parish Safeguarding Officer is currently under recruitment.

Please see appendix for our safeguarding policy.

Ministry Team

Team Rector/Incumbent of Sprowston – Vacant

Team Vicar of Sprowston – Vacant

Revd Tim Yau – Interim Associate Priest serving Sprowston

Revd Graham Kirk-Spriggs – Team Vicar (St Luke with St Augustine's)

Revd Carol Pritchard – Interim Priest-in-Charge SSM (St Mary Magdalene, Silver Road)

Rachel Jackson PtO

Joan Spencer PtO

Bob Branson PtO

Robin Pritchard PtO

Revd Melanie Hider – SSM with PtO

Revd Heather Wright – PtO

Revd Phil Charlesworth – SSM

Licensed Lay Ministers:

Margaret Gray – Pastoral Minister LLM (Christ Church New Catton)

Stephanie Grand – LLM

Andy Hudson – LLM

St Luke's with St Augustine's

St Luke's and St Augustine's describe themselves as:

- Two branches of the same family who love to worship God but in different ways.
- Exploring the Word of God is an important part of our worship.
- Our churches include those exploring faith as well as those who have been Christians for many years (and people at all stages in-between).
- We don't wear robes and we don't have pews.
- We see our faith as living, changing and evolving as we seek to connect with God, each other and others outside our immediate community.
- We love to use our gifts and talents for God both in church and in the community, many of us are involved in all aspects of leading worship.
- We have a lot of questions – we don't pretend we know all the answers!

Leadership

The Revd Graham Kirk-Spriggs is our Team Vicar, who has been in post for three years. Both churches have considerable lay leadership who take an active role in leading and preaching. We also have Revd Heather Cracknell and Revd Liz Cannon who worship at St Augustine's and have PTO. We are two churches, but one parish. We have a joint PCC and two DCC's (District Church Councils) that handle the day-to-day governance of each Church individually



St Luke's Church Centre

Built in the late 1980s and opened in 1990.

It is multi-purpose and includes a worship space, function rooms, and we are currently in partnership with the YMCA who rent our space from us. There has been a church on this site since 1915, after much prayer and fundraising the old church was demolished.

We try to embody 'a safe space to explore faith and spirituality, holding a diversity of views without judgement'. The worship is open, relaxed and low church in style with a music group and technical support.

The Church is hired by a wide range of groups from ME Support to a Local Choir. We have recently renovated our kitchen and are still discerning how this can be more utilised for the local community.

We are a welcoming community largely made up of mature Christians, but some newer Christians too. We are good at developing individual spiritual growth. We try to be an inclusive community where people are welcomed, befriended, supported and not judged. We believe that by following Jesus' example and teachings, we can practically and spiritually demonstrate the power of his teaching by what we say and do.

St Luke's is a member of Inclusive Church and has a number of LGBT+ people that are part of our community. We are also part of the 'Norwich Inclusive Churches Network' which offers a roving Eucharist for the LGBT+ Community once a month.

The environment is important to us. We were awarded Bronze Eco Church Status in 2018. Our energy (where possible) comes from renewable sources through Eco-Tricity.

Some thoughts about St Luke's

We asked 'what do you value about St Luke's?' Here are some responses:

"We are all very friendly. Just one big happy family and are concerned for each other."

"As a new Christian and a member of the LGBT+ Community, I have been welcomed, included and thoroughly made to feel part of the St Luke's family. I've tried other churches but none of them feel like home, St Luke's does."

"I've been going to church since 1973, St Luke's is fit for purpose and the best Church I've ever been to."



St Augustine's Church

St Augustine's Church has been meeting in the Church Hall since the Medieval Church was made redundant in the 1990s.



The Old Church is in the care of the Churches Conservation Trust, with which the parish has a good relationship. We use the Medieval church occasionally for services, such as Midnight Mass. Our hall is also used by the community for lots of different activities. We see this as an act of service for the surrounding area. We run a lunch club and have events throughout the year that we invite the local community to.

We are a welcoming and open-hearted church. We have a contemplative approach to worship, with a mixture of Taizé, Iona and Celtic Spiritualities. Our music group uses a blend of traditional and more contemporary music. Silence and space are important to us. We see ourselves as a spiritual oasis for those who come.

A high proportion of our congregation are neuro-diverse. We encourage lay-leadership of services and have many congregation members who both lead and preach.

We are a church that encourages people in their faith, and we welcome people whoever they are, and however much they would like to engage.

Some Thoughts About St Augustine's

"St Augustine's conforms to the basics of the Church of England but has an interest in Celtic Christianity and the mystics, particularly Julian of Norwich. This is reflected in our liturgy and worship generally, and we are fortunate in having a number of AWAs in our congregation who are able to facilitate this, as well as some excellent musicians. We are non-judgmental and encouraging, and we focus on the love of Jesus."

"I value our gentle contemplative style of worship with its Celtic roots and emphasis on listening to God. Also, the willingness we have as a community to respect each other's journeys, holding difference of opinion and giftings in love whilst valuing them and embracing paradox. I enjoy our eclectic use of music in worship and the celebration of differing gifts and talents in this respect." – Tim

"What I really value about St Augustine's:

- Worship isn't priest-centred, but God-centred. There's not a lot of dogma.
- Humility and mutual openness shown by attenders. Everyone is encouraged to be gentle and listening.
- Worship is often a time of rest rather than hard effort and there are no particular expectations laid on attenders. Not to say that there are not challenges from time to time.
- The strong sense that we are all (corporately and individually) on a journey of faith, however far along the road, and that we all can support and learn from each other. From week to week, it feels more important that we are united where we are going (i.e. direction) than where we are (i.e. place)." – Carrie

Not having a crumbling medieval edifice to look after is a huge relief!" – Matt

Christ Church, New Catton

www.youtube.com/shorts/4XqqIh8WU0o

At Christ Church, we are committed to loving Jesus, loving one another, and to sharing the message and love of Jesus with those around us.

Christ Church has a small welcoming, friendly congregation. Worship alternates between Common Worship Holy Communion Services on the 2nd and 4th Sundays of the month and a more informal Service of the Word on 1st, 3rd and 5th Sundays.

Midweek activities include an annual Lent Course and a monthly prayer meeting to pray for the church and parish. In addition, a monthly service is held in a local dementia home.

Many of the church members have faithfully worshipped at Christ Church for decades and have a great loyalty to their church. Most church members attend faithfully each week and are keen to support their church and serve in various ways including helping to maintain the church grounds, serving tea and coffee, reading, and leading the intercessions.

We have been encouraged in the last year to see some younger people in their 20's regularly come to the church and meet together for Bible Study.



Since the retirement of a long-standing incumbent in 2016, the church has experienced ministerial changes and extended periods of interregnum. Margaret Gray, a Licensed Lay Minister, was licensed as Pastoral Minister for Christ Church in August 2021 with responsibility for leading the congregation at Christ Church. Margaret chairs the PCC and offers pastoral support through visits, phone calls and by distributing Holy Communion to the housebound.

Services of the Word are led by Margaret whilst Holy Communion services are the responsibility of Revd Phil Charlesworth, a Self-Supporting Minister who has been supporting the church as Eucharistic Minister since December 2022.

Christ Church is centrally located in the Catton part of the team and consists of a spacious Victorian building with an adjacent Church Centre. The Church Centre is well used by community groups and has a recently refurbished kitchen. It has rooms of varying sizes and offers potential as a base for outreach.

For many years, the church has relied on rental income from the Church Centre to help meet its parish share. The church is currently unable to meet its full parish share.

There is a desire to grow the church and increase links with families, and we are looking to recruit a Team Vicar who will help us to grow a younger congregation and develop our links with schools.

The PCC has agreed a vision statement that recognises our desire to grow in our own discipleship and in our welcome and outreach to those around us.

Our key aims are to:

- Grow as disciples of Jesus Christ
- Grow our welcome to newcomers
- Grow new believers
- Grow our links with families

Currently, the church hosts a Book Swap Coffee morning in the Church Centre that is well-attended by the local community. A weekly Friendship Group attracts a small number of regular attendees.

Christ Church has good links with the Brownie Pack that meets in the Church Centre. Many of the Brownies and their families have joined us for informal services on Mothering Sunday, Harvest and Christingle. Christingle, in particular, was well attended by the community.

St Mary Magdalene with St James

www.youtube.com/shorts/PVcVOz9bt_Y

Our Vision Statement is:

Sharing God's love: caring, welcoming, inclusive.

Our Mission Statement is:

We are here to worship God. We come together to celebrate our risen Lord Jesus Christ through the Eucharist, to pray, to study scripture, and to share God's love among the congregation and within the community.

The Parish of St Mary Magdalene with St James has a population of 7000 people. It is an inner city parish of mainly Victorian terraced houses, many of which are rented. There are some significant new private developments, mostly apartments. The parish does not have a town centre as such, but is close to the city centre and the Cathedral. Mousehold Heath is also within the parish boundary.

We have a variety of supported living establishments nearby but more than 50% of the congregation come from outside the parish, some of whom travel over ten miles to attend our services.

St Mary Magdalene with St James sits on the brow of the hill on Silver Road within walking distance of the city centre and the Cathedral.

The church building is an Edwardian church with a more modern Church Hall attached. It contains a number of pieces from the medieval church of St James (now Norwich Puppet Theatre). These include the medieval rood screen panels, the font and some rare glass roundels. We have a small sunken Memorial Garden and an area that is open for the burial of ashes.



Work has recently been completed on the west end of the church and we are working steadily through the less critical issues highlighted in our most recent church quinquennial report.

Our hall and Church rooms are in regular use by a variety of organisations: Home Schooling, Guides, exercise classes, choirs, dance and theatre companies, children's craft, repair cafes and various ANON groups. During elections the hall is also used as a polling station. The church itself is used for one off orchestral concerts and choirs at various points throughout the year. We also hold an annual Book Plant Sales. We have taken part in the Norwich Heritage Open Days with displays showing the history of the church and the parish. The church also takes part in the annual Sponsored Bike Ride for the Norfolk Churches Trust.

There are two schools within the Parish, both within easy walking distance of the Church. Children and staff from Mousehold Infants and First School visit the Church at Easter and at Christmas and we are developing links with George White Primary School.

Relationships with both schools are excellent and they are willing to include notices about church events in their newsletters.

Worship follows a liberal catholic tradition with a Eucharist service at 9.30 on a Sunday morning and anointing for healing is offered once a month. 35-40 people attend regularly. We also hold a 10.00 am communion on a Wednesday. Morning prayer is said every morning. On Tuesdays we join as a Benefice for morning prayer, visiting each church in rotation.

We have organised a supervised children's area in the church following a recent increase in the number of children attending our services.

On Maundy Thursday we host other members of the Benefice for the Eucharist of the Last Supper with Foot Washing and Watch of Prayer. We have a combined Crib/Christingle service on Christmas Eve and an informal service for parents with young children in Easter Week. We are looking to have these more informal services throughout the year.

Services are supported by lay members: serving at the altar, reading lessons, leading intercessions, welcoming visitors and preparing after service refreshments in the hall.

As part of our outreach to the community, we run a weekly dementia friendly café. We also run a Stay and Play group for babies, toddlers and parents during term time. We make regular collections for Christian Aid, the local foodbank and create 'shoeboxes' for the annual Blythswood Appeal. Whilst we do not have any formal external links we also have collections for overseas emergency appeals.

There are three incumbent led study groups that meet during Lent, summer and Advent. This year the summer group was entitled 'Creative in God's Image' and explored faith through creativity; two members of the group went on to be confirmed, together with another member of the congregation.

The PCC has also agreed to trial an online prayer group and is exploring the idea of an extra informal midweek service.

We host a variety of social fundraising events. We celebrate our Patronal Day in July with a meal or picnic. We also gather for a Harvest Supper and an Epiphany lunch every year. We host the occasional fundraising quiz and music evening.



The Vicarage options

Blue Boar Lane

15 Blue Boar Lane is a detached 4-bedroom house built in 1950 which has been significantly extended over time with a full length single storey extension to the rear. The property has a ridged and hipped concrete interlocking tile roof with a single storey flat roofed extension to the rear and a detached pitched roof double garage.



Avocet Rise

62 Avocet Rise is a 4 bedroom detached house built in 2017 of traditional construction with a ridged and hipped roof together with a detached single garage and off road parking for 2 vehicles.



Helpful links

Diocese of Norwich

www.dioceseofnorwich.org

Church of England

www.churchofengland.org

Living and working in Norfolk – Norfolk County Council

[www.norfolk.gov.uk/jobs-training-and-volunteering/
living- and-working-in-norfolk](http://www.norfolk.gov.uk/jobs-training-and-volunteering/living-and-working-in-norfolk)







THE CHURCH
OF ENGLAND

Diocese of Norwich

Diocesan House, 109 Dereham Road, Easton, Norwich NR9 5ES

www.dioceseofnorwich.org  

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