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June 2026

### **Priest-in-Charge – Launditch & the Upper Nar**

Dear Friends in Christ,

#### **Benefice and Role**

Thank you for inquiring for details for this post. You will find much detailed information about the parishes in the profile, and this letter supplements that with further information about the diocese and about the background to the post. If you are exploring this role from outside the diocese, and especially if you do not come from a rural background, let me encourage you to continue in this discernment. Norfolk people don't shout about themselves or their county or their diocese, but if you come here, you will find a warm welcome and a supportive diocese. Those who do come from elsewhere remark upon the positive reception they have received, including the excellence of the Parish Support Team including in mission and ministry, safeguarding and property.

The Launditch & the Upper Nar parishes are currently part of the much larger Launditch & the Upper Nar Team Ministry. Financial constraints during Covid reduced its stipendiary clergy numbers, resulting in a benefice too large for one stipendiary priest and unwieldy in its own right. There has therefore been extensive consultation with the whole benefice, and a decision has been made to divide it into two. A House for Duty Team Vicar role has been advertised and will therefore become the House for Duty incumbency of the South Launditch benefice when the pastoral reorganisation is completed. The current post will be the incumbent of the new, smaller, Launditch & the Upper Nar benefice when the Scheme is through.

The priest who will flourish in this new benefice will be someone who values both traditional and new worship, who works well with schools and who can handle a relatively complex organisational structure. You will also be someone who holds responsibility without exercising undue control, so that the different parishes flourish in the way that is appropriate to them. You will be a good listener, someone who builds trust and someone who is not unwilling to make difficult decisions. You might have experience of, for example, shared APCM and PCC meetings

to reduce governance and administrative burdens. You will be committed to developing a strong safeguarding culture and aware of the impact that poor safeguarding practice can have on a parish. You will also be alert to what you can change and what you can't, exercising reverential and responsible oversight of those matters which you cannot while working with the energy which exists for new initiatives. The Bishop and Archdeacon hope to see those taking up new posts in the Area starting at least one new worshipping community within three years and we would welcome a new priest who will discern how this is most appropriately done here, not least by following up on occasional offices, festivals and connections with the schools of the benefice.

Rural Norfolk includes areas of considerable affluence and also surprisingly high deprivation. As you explore the possibility of a call to this role, you might wish to consult the Church Urban Fund tool (<https://cuf.org.uk/shinealight>) and the most recent census data (<https://one.gov.uk/explore-local-statistics/areas/E10000020-norfolk>) for more insight into the parishes.

### **Diocese and Deanery**

The Diocese of Norwich's vision is to be Transformed by Christ: Prayerful, Pastoral, Prophetic. You can find out more information about this at <https://www.dioceseofnorwich.org/about/vision/>.

We are developing a diocesan strategy in line with this vision to enable us to have a sustainable and flourishing future. At Pentecost, we launched the first phase of our STREAMS programme and you can find out more about that either by following the link on the diocesan website, or directly at <https://www.exploringstreams.org>. As STREAMS continues in 2027 and beyond, we intend that it will be our parish and clergy development programme for thriving churches across the Diocese. One of the STREAMS will explicitly and intentionally work with fallow churches, small rural churches whose faithful but aging congregations are no longer able to sustain what they once could, so that fallow times can be times of rest, recreation and, by the grace of God, even resurrection in ways that are appropriate to the people and resources in the area.

The Diocese also has other, longer established ways in which lay people can participate in pastoral care and in leading worship, including as LLMs but also as Authorised Worship Assistants and Authorised Pastoral Assistants. You can find out more about these at <https://www.dioceseofnorwich.org/mission-and-ministry/ministry/lay-ministry/>.

The Benefice falls within the Archdeaconry and Area of Lynn and within the Dereham in Mitford Deanery. The Deanery is predominantly rural but includes the market town of Dereham. The Bishop of Lynn's area of oversight is coterminous with the archdeaconry and both the Venerable Catherine Dobson and the Rt Revd Dr Jane Steen are committed to the flourishing of rural benefices. The Rural Dean is the Revd Canon Paul Cubitt who writes:

*The deanery is currently in a season of renewal, with benefices seeking new leadership, discerning fresh vision, and moving forward in hope. This is always an exciting time of opportunity. As Rural Dean, I look forward to working with you and with Chapter, as together we support and encourage one another for the sake of the Kingdom.*

There are 9 posts of incumbent status in the Deanery and 5 Licensed Lay Ministers (LLMs). There are 9 Authorised Worship Assistants (AWAs) across the deanery, enabling laity to lead services of the Word and 5 Authorised Pastoral Assistants (APAs).

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

### **Housing**

The accommodation provided is described in the profile. Questions about the house should be directed to the Archdeacon of Lynn, the Venerable Catherine Dobson at ([archdeacon.lynn@dioceseofnorwich.org](mailto:archdeacon.lynn@dioceseofnorwich.org)).

### **Patronage**

The Bishop of Norwich

John Birkbeck

The Earl of Leicester

Church Pastoral Aid Society

Norwich Diocesan Board of Patronage

Tom North

Neil Foster

The closing date for applications is 09:00 on Wednesday 29<sup>th</sup> June and interviews will be held on Monday 8<sup>th</sup> July. The post is subject to a Genuine Occupational Requirement and a satisfactory enhanced DBS disclosure.

If you would like to have an informal discussion before deciding whether to apply, please contact Ann Whittet (PA to the Bishop and Archdeacon of Lynn) at [ann.whittet@dioceseofnorwich.org](mailto:ann.whittet@dioceseofnorwich.org) or phone the office on 01362 709200.

With grace and peace as you discern the role to which God is calling you,

Yours,



**The Rt Revd Dr Jane Steen, Bishop of Lynn**