 THE CHURCH  
OF ENGLAND  
Diocese of Norwich

# Appointment of the Archdeacon of Norfolk

Information Pack / May 2026

Transformed by Christ: **Prayerful, Pastoral, Prophetic**



## A message from Bishop Graham

I love serving the Diocese of Norwich with its diversity of people, places, and networks.

I feel blessed by the quality of our life together and the many positive things I see, yet I'm acutely aware of the challenges that many of our parishes face as well. Together, we are aligning resources to make a difference, maintaining what works well alongside new adventures in mission.

We can offer you supportive and mission-focussed senior colleagues, a creative and committed Parish Support Team, a diocese that maintains a strong sense of working together regardless of Church tradition, and a beautiful place to work in, with great places to visit and things to do and see.

With Bishop Ian, I am looking for our next Archdeacon of Norfolk to bring:

- joyful collegiality
- a pastoral heart for the wellbeing of all
- an ability to seek solutions, identify opportunities, work to mend divisions, and blow on embers
- a focus on detail, whilst seeing the big picture
- a keenness to contribute warmly to our life together as a disciple seeking to be transformed by Christ - prayerfully, pastorally, prophetically.

Thank you for the time you are giving to discerning whether God is calling you to this role. I look forward, alongside the interview panel, to reading your application.

+ *Graham Norris*

## Role specification

The Bishop of Norwich wishes to appoint a new Archdeacon of Norfolk who shows:

### **Collaborative and trusted leadership**

Able to work collaboratively with the Bishop of Thetford, the other bishops and archdeacons, senior staff colleagues, clergy and laity with loyalty, energy, good humour, theological insight and pastoral wisdom; respected across the diocese and confident in contributing strategically and operationally to shared work.

### **Strong pastoral and missional commitment**

Demonstrates loving pastoral sensitivity and sound judgement, with substantial experience of parochial and pastoral ministry; experience of managing and leading change, guiding others through conflict and disagreement, and the ability to have difficult conversations approached with sensitivity; committed to the mission of the Church of England, and the people and places, vision and strategy, of the diocese.

### **Strategic thinker with organisational awareness**

Able to translate the diocesan vision and strategy into practical action, balancing large-scale thinking with attention to detail; offering high support and high challenge; a curiosity to learn, work with, and become an expert within the senior team around the canonical, compliance, and statutory structures, policy and guidance of the Church of England.

### **Gifted communicator and public representative abilities**

An effective preacher and worship leader across a variety of settings and traditions, capable of intelligent, engaging and sensitive communication; a credible representative of the Church of England with ecumenical, community and wider public partners.

### **Personal resilience, integrity and safeguarding commitment**

Possesses the spiritual discipline, humility and resilience required for senior ministry; exercises responsibility for safeguarding for all, promoting a culture in which all can flourish, and is able to challenge behaviour fairly, compassionately and appropriately when required.

### **Practical competence and leadership support and enabling skills**

Able to encourage and motivate clergy and lay leaders in a wide range of contexts including rural, coastal, market town and urban settings (eg coaching, mentoring); experience of delivering projects and tasks through to completion (a starter-finisher); financially literate, administratively capable, and competent in electronic communication and the appropriate use of Office 365 and social media.

## The Diocese and its Vision

The diocese covers the whole of Norfolk, apart from a few western parishes which are in the diocese of Ely, and the Waveney district of Suffolk.

The Diocesan vision is well-established and well-embedded in the life of the diocese: Transformed by Christ: Prayerful, pastoral, prophetic. It is widely recognised in the local church and is often used as something to reflect on and to be inspired and focused by. It led to some strategic reflection in the diocese which had a positive impact, e.g. the introduction of a Bishop's Certificate for those exploring the faith and Anglicanism.



Since late 2024 the diocese has been committed to a larger-scale strategic development process which is beginning to have a wide impact across the diocese. As part of the wider strategy we will be applying for DIP funding in October 2026 which will hopefully give us £2 million over two years to help achieve some of our ambitions.



Richard Lamey, the Director of Mission and Ministry, writes:

The two Church of England bold outcomes that we are most drawn to are: a parish system revitalised for mission and growing younger and more diverse.

We started in earnest in 2025 by digging deeply into the Statistics for Mission and by starting a half-year of consultation and listening, hearing the things which block mission as well as the things which enable it and testing our ideas.

We recognised a cycle of decline which is visible in many (but not all) of our churches and which acts as a spiral: attendance decline leads to fewer resources, which prevents our clergy and lay leaders from breaking out of the cycle, which leads to anxious congregations, which leads back to attendance decline.

But as we talked we also realised that the solutions to these challenges were coming into focus and we are addressing each one directly through building a culture of missional possibility and discipleship, developing hope-filled clergy and lay leaders, nurturing communities of disciples forming thriving churches which, in turn, are growing younger, more diverse and more representative of the community they serve.



With the support of the Diocesan Synod, work has focussed on four contexts since the challenges vary so much from place to place – Norwich City; Large Coastal Towns (King’s Lynn, Great Yarmouth and Lowestoft); Market Towns and Rural. Synod also agreed five priorities to focus on this year.

Two of them are enablers:

1. A People Plan which will think through our ministry needs, both lay and ordained, in the decade to come,
2. A review of administration to work out what we can do to reduce the burden of admin which is especially felt in the rural church.

Three of them are activities:

1. Streams Stories, which is all about building our missional vision and culture, through sharing stories of what God is doing in the world today and offering resources and inspiration for churches and individual disciples,
2. Streams Multipliers, which are a small number of local projects (one in each of our four contexts plus two which are less geographic – Garden and Nomads) which are places we will use DIP money to invest, in order to grow the church and then be a blessing and a place we can learn from in the wider diocese,
3. Streams Communities, which is our major investment in the work of the local church. Each benefice will be invited to join one of four Communities which are shaped around their level of missional energy as they discern it.

We are launching the new Streams website in May 2026 and starting to get benefices to decide which Streams Community to join in the autumn. We are also developing the outcomes we are working towards – for example how many new worshipping communities will we look to start? How can we measure growing younger and more diverse?

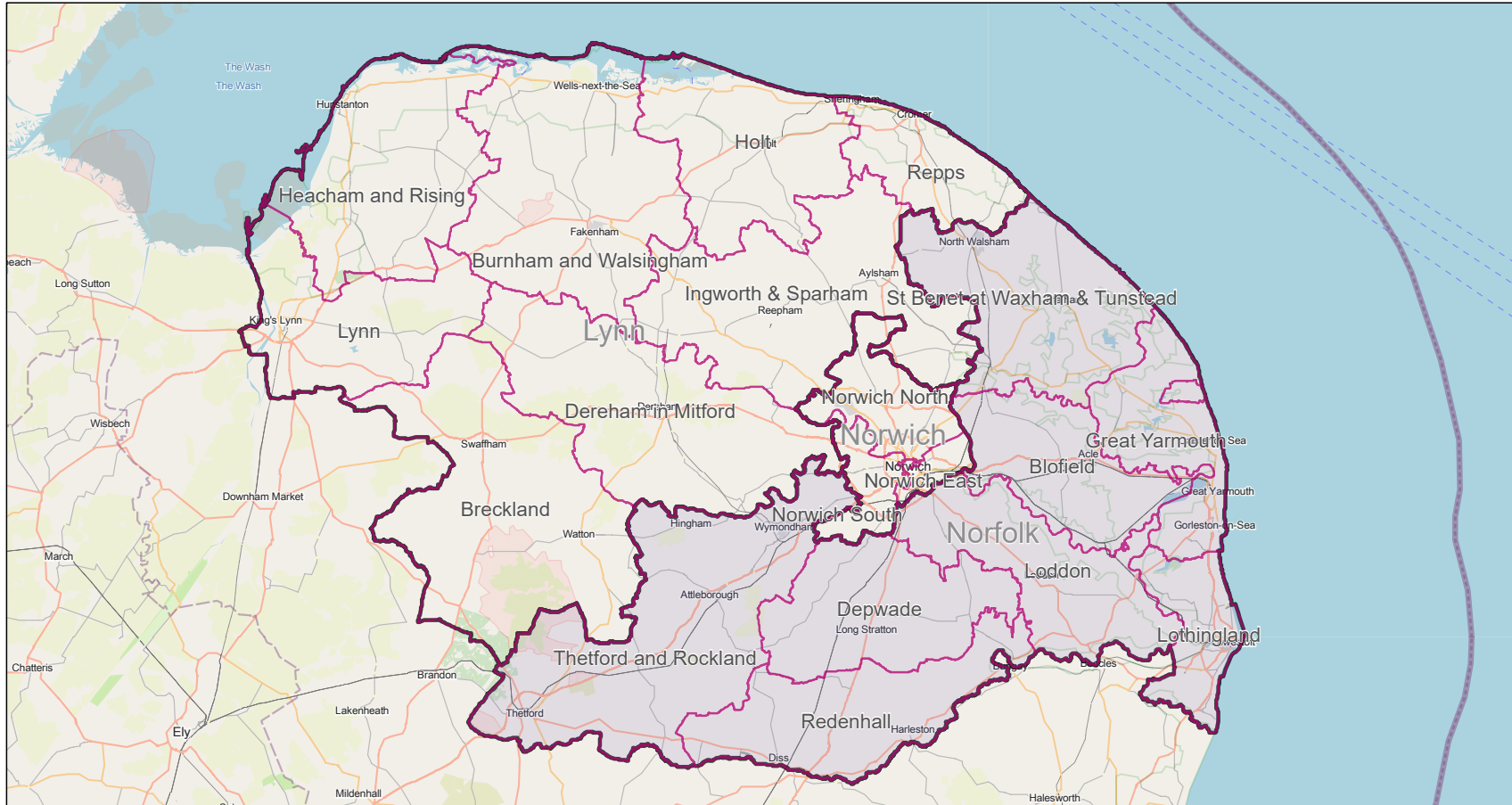
In general, local benefices have responded warmly to the depth of consultation and to the fact that first we are trying to offer something to every type of benefice on a very limited budget, secondly that we are looking to learn from churches in small villages as well as in town centres, and thirdly that we are hoping and praying and looking for growth in all of its variety in every ministerial context across the diocese.

For further information, visit:




**[www.DofN.org/mission-strategy](http://www.DofN.org/mission-strategy)**

# Map of the Diocese of Norwich (Dec 2025)

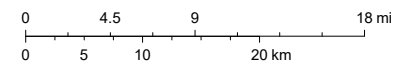
(Archdeaconry of Norfolk shaded)



22/05/2026

-  DofN Deaneries December 2025
-  DofN Archdeaconries December 2025-Copy
-  DofN Archdeaconries December 2025

1:600,000



Map data © OpenStreetMap contributors, Microsoft, Facebook, Google, Esri Community Maps contributors, Map layer by Esri

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## The Archdeaconry

The population of the archdeaconry of Norfolk (the darker shading on the map above) is currently estimated at approximately 415,000, with 59 full-time stipendiary posts (not including assistant curates) and 6 part-time stipendiary posts, 58 licensed lay ministers, and 309 church buildings within 237 parishes (arranged in 56 benefices), spread across 8 deaneries. It covers market and coastal towns, rural countryside, and the whole of the Norfolk Broads.

The size and geography of the diocese make for quite distinct communities and this is particularly so for those outside of and away from Norwich. As a result of the size of the archdeaconry it can be difficult ensuring that those living in the Lothingland deanery (Waveney District of Suffolk) and the Thetford and Rockland deanery, feel themselves fully to be part of the diocese. The scattered nature of the many smaller communities and the physical distance from Norwich have created an independence of spirit that is reflected in many areas of life, including church life.

Considerable effort has gone into building positive relationships of trust, but this demands a significant input of time on the part of senior leaders, ensuring that they are able to be close to people at the grassroots of church and community life. Such local knowledge and involvement is particularly important when recognising and responding to patterns of rural deprivation amidst what can appear to be fairly affluent and privileged communities in parts of the diocese.

There are 107 church schools across the diocese, with 47 schools within the Archdeaconry of Norfolk. One of the current challenges is that a number of these schools have less than 50 pupils and, with a falling birth rate in the county, a number have already or may soon close.

The Archdeacon of Norfolk and the Bishop of Thetford have key roles in offering pastoral support and encouragement to clergy and lay leaders, often serving large multi-parish benefices and living in quite isolated circumstances, or feeling themselves to be far distant from the diocesan centre of influence and decision-making.

Great Yarmouth, as a major east coast town, has suffered from economic decline with the demise of the herring fishing industry. It has a proud history but currently the parish scores highest of any in the diocese on the index of multiple deprivation.

It remains a popular centre of modestly priced holidays with many loyal visitors returning year after year. Some relatively small-scale industry remains, and there is a sizeable offshore energy sector employing small numbers of skilled people.



Government investment is making a discernible difference not least with the construction of the Herring Bridge across the River Yare which promises to open further investment opportunities and enhance job prospects in the town.

Many of those who work in professional posts and the better paid jobs choose to live outside of the town in the many attractive villages nearby.

The town sustains a lively and active civic life and the Minster church is frequently a focus for this. There is a friendly rivalry with Hull Parish Church over the title of largest parish church in England – it is best to think of it as a draw, with one claiming victory on area and one on volume.

There is good cooperation between the churches in addressing social need, and the Minster runs the acclaimed Pathway Café that provides around 300 hot meals over three days a week, as well as other local churches being key players in local foodbanks and other projects, especially on large estates.

The town's circus and light entertainment shows remain popular with many. Significant investment in the Pier and the soon to be revitalised Winter Gardens, offer hope of genuine regeneration and revitalisation of the tourism offer.

Lowestoft shares a number of similar characteristics with Yarmouth, although there has long been a local rivalry between the two towns. It is situated in the small part of Suffolk that remained in the Diocese of Norwich when the Diocese of St. Edmundsbury and Ipswich was formed. There has been a flourishing of offshore energy firms as well as some small longer established industry. The town is home to CEFAS, Centre for Environment, Fisheries and Aquaculture Science and the nearby Sizewell C nuclear power station development is bringing thousands of workers into the area. Significant Government support is currently being used to improve the area infrastructure including the magnificent Gull Wing Bridge that has united Lowestoft north and south of the harbour.

In terms of the churches, there is still talk of the Lowestoft revival of 1921, and a strong evangelical presence in the town, although there are also some parishes of a more central or catholic persuasion.



Thetford stands at the gateway to the Diocese when coming from the A11. It underwent considerable growth and development in the period after the Second World War with many residents moving up from London. There has been and remains a significant Portuguese community.

There is now a second very significant expansion of the town taking place, with thousands of new homes being built in a new suburb to be known as Kingsfleet. This promises to change the demography of the area and present huge ministerial challenges.

There is new housing all along the A11 around Attleborough and Wymondham as well, much of it supporting the expansion of the Cambridge conurbation.

Proximity to the air bases at Mildenhall and Lakenheath has an impact on the population of the town with many of those employed at the bases living in the community. The town was the birthplace of Thomas Paine, author of 'The Rights of Man' (1791) and is particularly famous for its links with Dad's Army, boasting a statue of Captain Mainwaring and the Dad's Army Museum.

Alongside these larger towns are a mixture of market towns (Diss, Attleborough, Wymondham, North Walsham, Wroxham, Loddon, Acle, Gorleston, Caister on Sea, etc) and many picturesque and desirable villages, the majority of which are now part of multi-parish benefices. The Archdeaconry also includes the whole of the Norfolk Broads which is an important area for biodiversity and tourism.

Politically, the Archdeaconry shifted from being totally Conservative to having Labour, Green, Conservative and Reform MPs at the last general election. Following his expulsion from Reform, the Great Yarmouth MP set up his own 'Great Yarmouth First' party. In the local elections of 2026 all Great Yarmouth county council seats returned members of this new party, and Reform made substantial gains adding 38 Norfolk County Council seats to their existing two.

## Senior Staff

The Archdeacon is responsible to the Bishop of Norwich and is a member of the bishop's senior staff team.

Full-day staff meetings are held once a month and there is also an annual residential meeting. The Archdeacon works very closely with the Bishop of Thetford whose focus of ministry is coterminous with the Archdeaconry. It is essential that there is an excellent shared working relationship with the Bishop of Thetford who has commented,

"I am very much looking forward to working with a new colleague, so that together we can encourage and support the clergy and laity across the Archdeaconry. We need a person of resilience and faith, commitment and dedication, stamina and wisdom. But I hope there will be space to celebrate, laugh and enjoy the ministry entrusted to us in this glorious part of God's world."



In addition to the full meetings of the bishop's senior staff, the Archdeacon and the Bishop of Thetford meet regularly and confer frequently. It is left to them to organise their own working relationship.

It is imperative that the Archdeacon has close and effective working relationships with the other Archdeacons, the Diocesan Secretary and other senior staff members, the Diocesan Registrar, Diocesan Safeguarding Team, the Parish Support Team, and the Rural Deans of their Archdeaconry, with whom the Archdeacon and Bishop meet regularly.

## Statutory duties

The Archdeacon's general responsibility is to exercise on behalf of the Bishop a ministry of care, guidance and encouragement towards the clergy, churchwardens and parishes of the Archdeaconry, with a particular concern for the material and other resources necessary for the effective expression of the Church's mission.

The statutory responsibilities are set out in Canon C22 and other legislation and can be summarised as follows:

- Conduct Archdeacon's Visitations in parishes. Pastoral Visitations have usually happened on a Sunday, and the Archdeacon has shared in Sunday worship with the benefice and met with the Churchwardens and sometimes the PCCs.
  - Arrange yearly central visitations and admit churchwardens annually to their office. This provides the opportunity to thank churchwardens, hear from them, celebrate our life together, convey important messages, and showcase the support available from the Parish Support Team.
  - On receiving the directions of the bishop, induct any priest who has been instituted to a benefice.
  - Working with the bishop, take responsibility for identifying the need for pastoral re-organisation and negotiating any proposals for it with all interested parties. Consequently it will be imperative to become quickly familiar with the Mission and Pastoral Measure 2011 and the revised Measure when it becomes law.
  - Support parishes through clergy vacancies and the subsequent discernment process, including role descriptions, interview and appointment processes.
- Have oversight of parsonages in the archdeaconry, working in close partnership with the Diocesan Secretary and the diocesan property department.
  - Under the Ecclesiastical Jurisdiction and Care of Churches Measure 2018 oversee all churches in the archdeaconry, be a member of the Diocesan Advisory Committee (DAC), and be responsible for ensuring that proper records are maintained in churches. Archdeacons have a role in approving work undertaken in accordance with List B (minor work requiring consultation with the DAC but not a full Faculty).
  - Visit churchyards and parishes to prepare reports for the Registrar when consecrations or closures are required.
  - Be appropriately involved in matters of clergy discipline and capability procedures, including specific duties outlined in the Clergy Discipline Measure 2003 and the Ecclesiastical Office (Terms of Service) Measure 2009. It will be important to become fully aware of the implications and processes of the new Clergy Conduct Measure as it becomes law.
  - Investigate grievances under the Grievance Procedure code of practice.



- In partnership with the bishops, the Archdeacon shares in the pastoral care of the clergy and their families. Within this the Archdeacon has a particular role in relation to:
  - Support for clergy found to be in financial need or difficulty: the Archdeacon is able to access grants through the Diocesan Bishop and gives advice on other sources of support;
  - Being the 'first port of call' after the Rural Dean in situations of conflict within benefices. The Diocese has both a diocesan counsellor and a diocesan mediation service and it will often be the Archdeacon who signposts clergy to these resources.
  - Supporting clergy in their ministry in the context of the Ministerial Development Review pattern in the Diocese. Clergy MDRs take place every two years. In the intermediate year, clergy have a conversation with their Suffragan Bishop or Archdeacon in which to reflect on their ministry.

- Offers guidance and support to Rural Deans, Deanery Lay Chairs and other deanery officers. The Archdeacon and Bishop of Thetford meet regularly with those within the Archdeaconry; they also attend the Diocesan Bishop's meetings with all Rural Deans.



## Responsibilities

In addition to those tasks and responsibilities specific to their post each member of the Bishop's Staff exercises oversight and leadership on behalf of the Bishop, in relation to various diocesan-wide activities or ministries. For the Archdeacon of Norfolk these include the following:

1. Membership of the Bishop's Council of Trustees (comprising the Bishop's Council and Standing Committee of the Diocesan Synod, the Diocesan Board of Finance and the Diocesan Mission and Pastoral Committee) and the Diocesan Synod.
2. Membership of the College of Canons of Norwich Cathedral.
3. Membership of the Diocesan Advisory Committee and relevant sub committees (whose business may be conducted by email), the Property Committee and the Board of Patronage.
4. The financial life of the Diocese. The Archdeacon consults with the Norwich Diocesan Board of Finance regarding appropriate levels of Parish Share. The Diocese is committed to The Responsibility is Ours (TRIO) pattern of parish share although this may be revised. The Archdeacon takes a leading role, in collaboration with the Director of Finance and her team, in ensuring that parishes understand the importance of the parish share and helping them to contribute what they are asked towards ministry across the diocese. The parish share collection rate must improve if the Diocesan Vision and Strategy is to be deliverable and therefore

the new Archdeacon should consider it a priority to help parishes meet their parish share ask and to work with the Bishop of Thetford and the Rural Deans to target encouragement and support where parishes fail to meet their parish share request.

5. Safeguarding is a central part of the Archdeacon's work along with the rest of the senior staff. The Archdeacon of Norfolk is expected to ensure that high standards of Safeguarding are being observed in every aspect of parish, chaplaincy and diocesan life. The Archdeacon is a member of any Core Groups that need to be established when issues arise from their archdeaconry.
6. Looking beyond the Diocese, the Archdeacon of Norfolk will want to participate in both the regional group and the national College of Archdeacons. This offers an email group, regional meetings and a biennial national conference as well as opportunities for training, in person or online, organised by the national archdeacons' officer.
7. Such other responsibilities or tasks as may be agreed from time to time with the Bishop, Bishop's Staff meeting or Bishop's Council of Trustees



A new Archdeacon will want to assess with the other Archdeacons a sharing out of committees where an archdeacon is required or has been involved.

This will depend on the relevant skills and interests of the appointee.

The retiring Archdeacon of Norfolk's portfolio has included being the chair of the Diocesan Churches Trust, chair of the Deceased Clergy Dependents' Fund, the diocesan representative on the Tindall Trust, and a member of the DBF Nomination Committee, Remuneration Committee, Finance Committee, Asset Management Committee, and Glebe Committee.

He has also been a member of the Diocesan Safeguarding Advisory Panel and chaired all Safeguarding Case Management (Core) Groups.

He has been a member of the Anne French Memorial Trust.

Aspects of this will look different for the new incumbent!

## Terms and Conditions

1. The Archdeacon of Norfolk is appointed by and responsible to the Bishop of Norwich in consultation with the Bishop of Thetford, and in line with our diocesan commitment to safeguarding and safer recruitment.
2. The office of Archdeacon will be held under Common Tenure and the holder is responsible to the Bishop of Norwich.
3. All other relevant national terms and conditions of service for Clergy apply to this post, as also those that may from time to time be brought into force.
4. A stipend is paid in accordance with the national scale for Archdeacons. The Diocesan Board of Finance is responsible for the Archdeacon's stipend which is paid in the normal way through the Church Commissioners. The Archdeacon is included within the Clergy Pension Scheme, with contributions paid by the Diocesan Board of Finance.
5. Unless otherwise agreed with the Diocesan Bishop, the Archdeacon is to reside at a property within the Archdeaconry at a suitable property owned by the Diocesan Board of Finance. It is provided free of rent and water rates. The same conditions of occupancy apply as for any other resident of a diocesan property. Council Tax is paid by the Diocesan Board of Finance.
6. The Diocesan Board of Finance is responsible for all travel, administrative, hospitality and other expenses reasonably incurred in the course of the Archdeacon's work. Expense claims should be submitted monthly in arrears to the Diocesan Secretary. In case of uncertainty about the eligibility of any particular expense claim, the Diocesan Bishop will decide, taking into account any relevant national guidance.
7. The Diocesan Board of Finance provides the Archdeacon with secretarial assistance. A PA works to the Bishop of Thetford and Archdeacon of Norfolk and is based in the bishop's house in Wymondham, where there is a meeting room and desk space which we hope the Archdeacon will use regularly to aid collaborative working.
8. The DBF is seeking to purchase a house for the Archdeacon in the Wymondham / Hethersett area, close to the Bishop of Thetford's house and office, as the current house is not located in the Archdeaconry and is being monitored for subsidence.
9. An induction programme will be arranged for the Archdeacon, including attendance at any relevant national initial training.
10. The Archdeacon is expected to attend regional and national meetings for Archdeacons and to participate in relevant CMD. The Archdeacon is encouraged to take an annual retreat for which the Diocesan Board of Finance will contribute.
11. The Archdeacon's ministry will be reviewed by the Diocesan Bishop in accordance with national and diocesan guidelines for Ministerial Development Review.
12. A full and reasonably clean UK driving licence is a necessity, or the ability to travel around a large rural archdeaconry with very limited public transport.

## The appointment

### Closing date

**Friday 26 June, 4pm**

with applications sent to

**[sophie.bell@dioceseofnorwich.org](mailto:sophie.bell@dioceseofnorwich.org)**

### Interviews will be held in

**Norwich on 15th and 16th July 2026.**

The Bishop of Thetford, The Rt Rev Ian Bishop, would be happy to have information conversations about the role.

To arrange a time to speak, please email **[bishop.thetford@dioceseofnorwich.org](mailto:bishop.thetford@dioceseofnorwich.org)**

