



## The Bishop's Statement

### Vacancy in the benefice of St Oswald, Norbury

The Bishop's Statement is in relation to the post, the needs of the diocese and the wider interests of the Church. In considering whether to offer this post to any applicant, the Diocesan Bishop will wish to satisfy himself that the applicant is able and willing to work positively and purposefully with the [Diocesan Vision](#).

#### The Benefice

St Oswald's is a welcoming and friendly parish who have been well cared for by their previous incumbent. From this solid foundation they are looking for their next incumbent to lead them into mission and growth, working together with the many willing volunteers and the staff team. There are strong links with the community especially through the hire of the hall opening many opportunities to draw in those on the fringe into the worshipping life of the church.

Training and leading the church in mission and outreach will need to be a significant priority for the new incumbent alongside building financial resilience in raising the parish support fund towards covering their full costs.

The parish are excited about this next step in their journey and look forward to serving together with their new incumbent in exploring new, creative and innovative approaches to mission.

#### The Deanery

The parish is part of the Croydon North Deanery. The Revd Canon Joyce Forbes, Area Dean writes:

*Croydon North Deanery consists of eleven parishes with twelve churches. We are an urban deanery, where the demographics of the area has been changing over time, so the challenges of our churches have changed. This has led to our deanery finding new ways to work together to proclaim the Gospel and serve the people of Croydon North, including our Deanery Leadership Team (DLT). We see ourselves as an outward looking deanery and therefore look forward to welcoming new colleagues who will help our parishes continue to flourish and adapt to a changing world and will work collaboratively with colleagues across the deanery and beyond as we continue to explore new ways of being church in Croydon North.*

*We celebrate all that makes each parish distinctive and also enjoy good relationships with each other. Within this breadth, the clergy of the deanery relate very well together and meet regularly as a Chapter for support, study, prayer, fellowship, and sharing of food.*

*Croydon North Deanery continues to demonstrate its commitment to the development of the Racial Justice Charter (ARC). As part of these efforts, the Deanery welcomed the Diocesan Racial Justice Development Officer to engage with our churches promoting racial justice initiatives. Additionally, the Diocesan Racial Justice Training Officer attended Deanery Synod to support training awareness across the deanery.*

*Our parishes have been working diligently to ensure that safeguarding is firmly established and embedded within the church's framework. This has involved actively pursuing cultural change within the parishes, participating in all relevant training sessions, and ensuring that safeguarding*

*policies are clearly displayed in every parish. These measures are designed to foster a safe and transparent environment for all members of our community*

*Our ecumenical relationships with other denominations in the deanery and wider Borough which are facilitated by the Croydon Churches Forum (CCF). CCF offers a way of enabling the churches in Croydon to get to know one another, work together on common mission where appropriate, and keep churches informed so we can pray effectively for each other. There are regular CCF Leaders' Breakfasts and evening prayer meetings where everyone is invited.*

## **The needs of the Diocese & the wider church**

All appointments in the Southwark Diocese take place within the context of the diocesan vision: [Christ Centred, Outward Focused](#). This next evolution of our vision comes as we continue to walk together, discerning God's wisdom and guidance in our shared pilgrimage of faith. Keeping Christ as our centre and the focus of unity, we will continue to turn outwards - seeking to support, encourage, resource and learn from one another as we serve our parishes and God's world. Church is formed when people gather around the person of Jesus Christ, drawn to worship him and join in his work as he meets human hurts and hopes. Jesus walks with us and is also waiting for us in places of mission, healing, reconciliation, learning and worship. It is important that all clergy in the diocese have a good understanding of the aims and objectives of the vision.

## **Finance**

As of 2016, a new system of financial contributions towards the parish share was introduced across the Diocese, called the Parish Support Fund (PSF). All parishes and churches are invited to contribute with generosity, and to aim at least to meet their own ministerial costs. St Oswald's, Norbury, made a pledge of £52,000 for 2026, a 4% increase from their 2025 pledge. This contribution was 55% of their indicative costs. With the ministry provision of a vicar with a full stipend, this parish's indicative costs for 2026 will be £94,400. Whilst the current times are challenging for parish and diocesan finances, we encourage all parishes to give both generous and realistic pledges in proportion to their means and each year to aim to take a step towards become self-financing. We would expect the new incumbent to work with the lay leaders and congregation to encourage a pattern of generous giving and nurture and strengthen the church's financial position, which has seen decreasing reserves in recent years, and to take increasing steps towards being self-financing.

## **Collaborative Ministry**

I am looking to appoint clergy in this Area who can articulate their vision for the mission of the church in the places to which they are called, and who have a vision for the church's growth. In whatever tradition or location, I look to hear from the clergy how they will work together with lay members of the church and with their neighbouring parishes and colleagues. I am looking for people with active and developing spiritual lives who can be an example of discipleship to the people of God. I take very seriously my own responsibilities as pastor to the clergy and will always endeavour to make myself available to support them in their ministry.

A handwritten signature in black ink that reads "Rosemarie Mallett" with "Croydon" written below it in a cursive style.

The Right Reverend Dr Rosemarie Mallett, Bishop of Croydon

May 2026