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August 2025

Team Rector, Gayton, Grimston, Massingham and District Team Ministry

Dear Brothers and Sisters in Christ,

Benefice and Role

Thank you for inquiring for details for the post of Team Rector of the Gayton, Grimston, Massingham and District Team Ministry. You will find much detailed information about the benefice in the profile, and this letter supplements that with further information about the diocese and about the background to the post.

The benefice has a strong ministry team, including ordained and lay colleagues as well as good churchwardens, other officers and committed members of the congregation. The Diocese of Norwich sees lay ministry as integral to its witness and service, and you will see that there are already Authorised Worship Assistants (AWAs) who lead Service of the Word in the benefice. The lay ministry pathways are being increased across the Diocese, with an Authorised Pastoral Assistants scheme now launched; more about this [here](#).¹ In due course, we hope to add pathways for rural chaplaincy, youth ministry and others and the new incumbent of Gayton, Grimston and Massingham district will be someone for whom raising up vocations to lay and ordained ministry is a priority.

Rural ministry is very much community ministry, as you will see from the benefice profile, and anyone engaging in ministry here will support the integration of church and village life which characterises so many rural communities. There is something almost uniquely Church of England in this integration which can so readily convey that the Christian life is a whole-life undertaking, not simply something to do on Sundays. The congregations of the benefice seek to witness to their faith in daily life, serving their church and their villages in a host of different ways, including the fundraising events such as Coffee Mornings, Concerts, Christmas Tree festivals, Parish Walks, Lambing Day, the Tractor Rally, and Fetes. An incumbent wishing to build on the connections between the church and the agricultural

¹<https://www.dioceseofnorwich.org/churches/roles/authorised-pastoral-assistant-apa/#:~:text=APAs%20are%20trained%20and%20authorised,skills%2C%20and%20the%20local%20situation.>

year, with Plough Sunday, Lammas and other festivals, as well as such occasions as S Nicholas Day, is likely to be supported and encouraged.

When you read the profile, you are likely to ask about the Team Vicar in the benefice. Sadly, due to the impact of the pandemic on parish giving, the post was removed in 2020. It would give the Archdeacon and me great delight if we were able to restore the post, but I do not foresee a full-time stipendiary post being viable in the near future. We are committed to keeping the second house in the benefice and, in the course of time (say, two years' hence, when a new incumbent is settled), we will gladly explore possibilities although without being able to make any promises.

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 [here](#)². We are drawing together the strategic project work you will see described there to create a mission and ministry strategy for a sustainable and flourishing future. You can also find out more about us [here](#).³ 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 looking and exploring this post. I came here from a large and largely urban south-east diocese and I can honestly say that it is wonderful. Norfolk people don't shout about themselves or their county or their diocese, but if you come here, there's a very high chance that you will never wish to leave.

The Benefice falls within the Archdeaconry of Lynn and within the Deanery of Lynn. The Rural Dean is the Revd Canon Karlene Kerr. The Diocese of Norwich operates an informal area scheme, and the Bishop of Lynn's area of oversight is coterminous with the archdeaconry. The Archdeaconry is also cared for by Archdeacon Catherine Dobson who works closely with the bishop for the welfare of the benefices.

There are 8 posts of incumbent status in the Deanery of Lynn. There are 6 Licensed Lay Ministers (Reader) and 6 Authorised Worship Assistants (AWAs). The deanery is blessed with the ministry of retired clergy, 9 of whom hold the Bishop of Norwich's Permission to Officiate. 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 (archdeacon.lynn@dioceseofnorwich.org).

Patronage

Patrons for the benefice are:

The Gayton, Grimston, Massingham and District Patronage Board, comprising, The Bishop of Norwich; Henry Birkbeck; The President and Fellows of Queens' College, Cambridge; The Baron Howard of Rising of Castle Rising; Rosemary Jewers; Norwich Diocesan Board of Patronage

² <https://www.dioceseofnorwich.org/about/vision-and-priorities/>

³ <https://s3-eu-west-2.amazonaws.com/tjs-cofe-media/media-uploads/3/6/job/65/Our%20Life%20Together%202023%20final.pdf>

Enquiries, Applications and Interviews

An application can be made via the diocesan website at <https://www.dioceseofnorwich.org/about/vacancies/>.

The closing date for applications is Monday 22nd September (9.00am) and interviews will be held on Tuesday 21st October. 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 the Bishop and Archdeacon of Lynn's office on 01362 709200 or through the Lynn PA, Mrs Ann Whittet, on ann.whittet@dioceseofnorwich.org.

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Jane Steen', with a stylized flourish at the end.

The Rt Revd Dr Jane Steen
Bishop of Lynn