



Associate Vicar Profile

January 2026

Introduction

Cromer Church is a large Anglican evangelical church on the beautiful North Norfolk coast. We are a single parish benefice, comprising one church family meeting across two worship venues and four Sunday congregations, with an average Sunday attendance of over 300 adults and children. Each of our Sunday services has a different feel. We take the Bible seriously as God's word and are increasingly open to the work of the Holy Spirit in worship and ministry. We are committed to worshiping God together and growing in Jesus, and long to see our town and county transformed by the good news of Jesus.

We are looking to appoint an Associate Vicar with a heart for sharing the gospel with our town and helping us grow in numbers and maturity. Alongside the Incumbent, they will provide strategic leadership of the church, nurture and extend our existing work with children and families, and oversee and grow, in particular, the congregation at St Martin's Suffield Park.

As a result of recently articulating a Bible-based vision, purpose and values we are just about to embark on a major building project, renewing and renovating the Parish Church to enable more flexible use. We are expectant about God's future plans for us and the appointment of an Associate Vicar.



Interior of Cromer Parish Church



St Martin's Suffield Park

Where are we?

Cromer Church has a long and rich history serving the town of Cromer. Cromer is a thriving seaside town about 20 miles north of Norwich, which is popular both as a holiday destination, a place to live and bring up a family, and a place people choose to spend their retirement. The resident population is about 7,500 but grows significantly in the summer. 94% of the population classify themselves as 'White British'.

Percentage of population by age

13% - 0 – 17 years old

49% - 18 – 64 years old

37% - 65 + years old

Data source: 2021 Census



Cromer is a self-contained town with a good mixture of national chains and independent shops. Norwich is the regional centre, with a wide range of shopping and leisure opportunities.



Tourism is the town's main industry. Although it is seasonal, the town has extended its tourism season by offering attractive off-season packages, such as the Thursford Christmas experience. There are many small hotels and guesthouses in the town and a wide range of cafes and restaurants. Amazona Zoo is a popular attraction, as is the Pavilion Theatre at the end of the pier which offers year-round entertainment, including renowned Christmas and Summer variety shows.

Cromer crab has an international reputation and the fishing community is still an important part of the town. The fishermen and many other locals provide crew and personnel for the RNLI lifeboats.



Cromer is fortunate in that it has an outpatients hospital with a cancer treatment centre and a Minor Injury Unit, all of which is adjacent to a modern health centre. There are good transport links with regular bus and train access to Norwich. Norwich Airport is less than an hour away, with flights to Schipol Airport, Amsterdam for international connections and more recently Ryanair has introduced seasonal flights to Alicante, Faro and Malta.

Like many seaside towns, Cromer has pockets of social deprivation and there are issues surrounding employment opportunities, affordable housing, mental health provision and transport access.

Cromer has three schools: Suffield Park Infant School (130 pupils aged 4-7); Cromer Junior School (252 pupils aged 8-11); and Cromer Academy (692 pupils aged 12-16). Although they are not church schools, we enjoy a warm relationship with each and have many opportunities to serve them such as leading assemblies and taking 'Open the Book' into the Infant and Junior schools, and taking RE and wellbeing lessons. The Junior school and the Academy hold dedicated services in the Parish Church at major festivals.

Cromer Church enjoys good links with the Town Council and participates in a number of popular annual community events such as Cromer Carnival (August), Act of Remembrance (November), Christmas Tree Festival and Christmas Lights Switch-on (December), in addition to other civic services which take place during the year.



Cromer Church Carnival Float 2025

Who are we?

Cromer Church has a long-established evangelical tradition. We believe the Bible to be the main way God speaks to us, and that his desire for all people is for them to come into relationship with him through his Son. We seek to be empowered by the Holy Spirit for service and mission. Our patrons are the Church Pastoral Aid Society (CPAS), with whom we have a long and close association.

As the parish church for Cromer, our church family contains a mixture of more traditional evangelical believers alongside others who would identify as more 'charismatic'. Members of our congregations attend New Wine, the Keswick Convention and Spring Harvest. Still many others come simply because we are their local church. Whatever labels we personally identify with, we strive to be united around the Lord Jesus. Any candidate will need to be comfortable working within this breadth of tradition.

We endorse a traditional orthodox biblical position regarding marriage and sexuality, and subscribe to the Church of England Evangelical Council's Basis of Faith (<https://ceec.info/about/what-we-believe/>). Whilst we aspire to be a welcoming church for all, the PCC have agreed that the Prayers of Love and Faith are not to be used in the benefice.

Worship

Our service pattern reflects the diversity of our congregation. Like many larger churches, we are currently seeing smaller physical attendances than was normal before the Covid pandemic, although we have been encouraged to see numbers picking up again. During lockdown, we invested in digital broadcasting technology, and our services are livestreamed on our YouTube channel. This has allowed us to remain connected with existing members who are isolated through declining health, as well as reach others locally and further afield.



The 8.45 (Parish Church) - “quieter and more traditional” service of Holy Communion, alternating between Common Worship Order 1 and 2 (Book of Common Prayer). The music consists of traditional hymns drawn from Mission Praise and Ancient & Modern (2013 edition). Clergy wear surplice and preaching scarves. The current attendance is around 50 with around 50 watching the livestream. There is also a traditional Holy Communion offered on Wednesday mornings in our Prayer Chapel, with a small but committed congregation.

The 10.30 (Parish Church) – this is our main Sunday service. There is a core congregation of around 170 with around 120 adults physically attending, and around 50 following via the livestream. Numbers at this service are swelled by visitors for a good part of the year but especially in the summer months. The service is informal in style, and worship is led by a band using contemporary music, although sometimes including more traditional hymns led by the organ. Communion is celebrated on the first Sunday of the month with prayers for healing offered on the third Sunday of the month. We also enjoy worshipping as a whole church family in our ‘All In’ services.



Children’s work relaunched after the pandemic in a new format called **CCKids**. Although numbers vary, we currently attract around 15 children aged between 3-14 years old. **CCKids** is led by a small but committed team of volunteers.



‘The Gathering’ 6.30pm (Parish Church)

Our evening service aims to provide an opportunity for worship and teaching with a strong contemporary flavour with an emphasis on being open to the Holy Spirit’s ministry. Music is usually led by a live band. It is attended by around 40 adults, including a number coming from other local churches.

10.30am (St Martin’s)

St Martin’s provides a smaller and more intimate setting for worship, attracting around 60 worshippers weekly. The congregation are mostly aged 60+ but not exclusively so. The services follow a similar pattern to 10.30am at the Parish Church with Café Church on the last Sunday in the month.

The area immediately surrounding St Martin’s is predominantly made up of families and there is a unique opportunity and need for outreach to this community, especially within the context of social need. Our vision is to develop St Martin’s into a family missional hub, with the Associate Vicar being central to this work and the discernment of its direction. We run several regular events and activities for families under the umbrella of ‘Mustard Seed’, including weekly free meals for families and a weekly coffee and cake drop-in. There is enormous potential to build on this as well as pioneering new ventures. It is an exciting time to pioneer a new and bold vision for this community and we seek someone who is passionate about the opportunities in this area to further God’s kingdom. We envisage the Associate Vicar to give significant focus to St Martin’s and its development and growth in this way.

At all our Sunday services we encourage the church family to exercise their different gifts and ministries, by volunteering to lead prayers, read the Bible, play in the band or sing in the choir, prepare the communion table, be on the welcome team and serve coffee. We are a church that actively encourages people to take on responsibilities and duties such as these. At the heart of all our services, we seek to listen to God as he speaks through his word, and we encourage preaching that is both expositional and engaged with the needs of the contemporary world.

Christmas brings a wide number of opportunities to reach people. The church is full of visitors during the annual Christmas Tree Festival and Christmas Lights Switch-on event. Our Carols by Candlelight and Christingle services are always popular, as is the midnight Communion. We are pleased to also host our local schools for their end-of-term carol services.



Small Groups meet together regularly to help enable and equip their members to live out God's purposes in their lives. They are central to our church, as places where we aim to experience and express all five of God's purposes for his church: worship, fellowship, discipleship, ministry and evangelism.

At present we have 13 Small Groups, attended by around 60% of the church family. These groups mostly follow a centrally-produced curriculum which tracks the Sunday teaching series, with an emphasis on applying it to daily life.

We regularly run **Christianity Explored**, **Hope Explored**, **Alpha** and **3-2-1**, and have seen a steady stream of people find faith in Christ through them. We have used **Discipleship Explored** as a follow-up course for those attending Christianity Explored or Alpha, and have found this a useful way of helping new Christians lay firm foundations for a life of following Jesus.

Our **Electoral Roll** currently stands at **247** after a review this year, although we have 419 people who are part of our church database and consider themselves part of the church family.

Other Activities

BeachFest

We are blessed in having a great tradition of summer missions in Cromer, as Scripture Union led Cromer Beach Mission here for over 130 years. In recent years we have taken up the mantle with **BeachFest** - a week of free activities for children and families run at the end of July. We aim to create a great festival atmosphere with songs, games, challenges, crafts and 'The Big Quiz'. Above all we want to tell people about Jesus and the hope that he offers.



BeachFest Extra events take place at regular intervals throughout the year including during February and October half-term. These offer opportunities to engage our local families, many of whom are unchurched.

We are looking forward to the Associate Vicar working with the BeachFest Team to explore how we can build on this work and draw children and families deeper into the worshipping life of the church. BeachFest offers a wide range of opportunities for the church family to become involved as volunteers as we engage with visitors and our community.

Cornerstone Café

Cromer Church runs a professional and welcoming café called Cornerstone in the Parish Church. This is serviced by the Catering Manager and an army of volunteers. It attracts many holiday makers and visitors and gives opportunities for meaningful conversations and sharing the gospel as well as offering delicious homemade cakes and hot and cold drinks. Alongside this, we run a significant holiday ministry which provides a warm welcome to visitors, and oversees our popular bookstall.





CCToddlers is our weekly toddler group that meets on Tuesday mornings in the Parish Hall. It is regularly attended by more than 30 parents and carers, many of whom have no church background. As well as providing a space to connect and play, there is also some spiritual input.



CCYouth meets once a month usually at St Martin's, for fun, games and Bible input. There are currently 4-5 teens (aged 11-16). This is primarily a discipleship group for these young people who are already part of our church family, although they are encouraged to invite friends along.



Mustard Seed runs on Mondays and Thursdays at St Martin's, providing free food and a warm friendly space for families and other local residents. Along with providing food, we also share the message of Jesus and encourage people to grow in their faith. We have seen several people profess faith in Christ and be baptised.



Crafts2share meets twice a month to make gifts and cards to give away. Recent projects include lap blankets for people in our local nursing homes and a shoal of knitted fish for our 'Open the Book' Team to use as props.



Meeting Point is a group for adults with learning needs from within our church family and local community, allowing us together to socialise and have fun in a Christian setting. Meetings are held in the Parish Hall on Thursday afternoons.

Some of the other ministries and activities run, or hosted by, Cromer Church in recent years include:

- Ministry in Care Homes
- Holiday at Home – providing a summer break for those aged 60+ who otherwise would not enjoy a holiday.
- Women's Ministry and Wellbeing Walks
- Men's Ministry 'Blokes Brekkies'
- Mothers' Union
- Cromer Church Community Choir
- Summer Season Organ Recitals
- Winter Season Warm Welcome Spaces

Leadership Structures

PCC has 10 elected members and 8 ex-officio members, and is both strong and supportive. We expect PCC members to have a live and growing faith, a commitment to our vision and a willingness to work to realise this in their congregations.

To enable us to carry out church business efficiently and effectively, we currently have three **Leadership Teams** (Fabric, Communications, and Mission). However, these are currently under review. We encourage all PCC members to serve on at least one of the Leadership Teams as it helps members to plan strategically, use resources wisely and exercise the individual skills and expertise of members.

Standing and Finance (S&F) meets monthly with the exception of August and December, and act as the informal senior leadership team for the church. Following recommendations made by a recent external operational review, we are currently exploring establishing a separate Leadership Team to support the vicar in spiritual, missional and pastoral oversight.

The **Staff Team** meet weekly and at present consists of the Vicar, the Church Secretary, and two Wardens. There are occasions such as planning church Christmas activities when others are invited to attend. We also employ two cleaners. In addition, we are supported by several clergy holding PTO, along with a Licensed Lay Minister. We have adopted the national Covenant for Clergy Care and Wellbeing, and are committed to ensuring healthy routines for all our staff and volunteers.

Cromer Church is committed to the **safeguarding** of children, young people and adults.

We follow the House of Bishops guidance and policies and have our own Parish Safeguarding Officers. The safeguarding policy is adopted annually and can be found here:
<https://www.cromer-church.org.uk/Groups/428431/Safeguarding.aspx>

Accommodation

The diocese owns a modern property in Vicarage Road that has previously housed curates and their families. Situated close to the heart of the town, it comprises four bedrooms, a generous open-plan living space, as well as a study. The property has recently been refurbished.



We hope that this church profile has given you a flavour of the life and mission of Cromer Church. We also encourage you to visit our social media (**@cromerchurch**) and explore our website (**www.cromer-church.org.uk**).

If you feel God is calling you to join our team and help make Jesus better known in Cromer and North Norfolk, we would be delighted to hear from you!

The requisite permissions have been sought and granted for use of all photographs in this publication.

Associate Vicar Job Description

The aim of this appointment:

- To help Cromer Church progress in its goal of 'loving Jesus and sharing his love with others'
- To provide strategic leadership of the church alongside the incumbent
- To nurture our existing work with children and families and to explore new ways of reaching those outside our walls
- To oversee and grow the congregation at St Martin's Suffield Park

Responsibilities:

General:

- Sharing in the strategic leadership for the ongoing growth of the church;
- Sharing oversight of a busy parish church, including deputising for the incumbent in his absence;
- Leading weekly worship and Bible ministry in a wide range of settings and styles across our worship centres;
- Being involved in all aspects of ministry within the benefice, including pastoral work and occasional offices, with specific responsibility for the community of Suffield Park,
- Being part of the core staff team consisting of the Vicar, Curate and Church Secretary.

Specific:

- To develop our outreach and discipleship among families, especially within the context of social need and seasonal opportunities.
- To take an active role within the three schools in our parish, including taking assemblies and school services as required.
- To oversee our Youth and Children's work volunteers.
- To lead the congregations at St Martin's under the authority of the incumbent.
- To explore new patterns of worship that connect with contemporary culture.

It is expected that this role will evolve in discussion with the incumbent and PCC, to reflect the gifts of the individual appointed and the current staffing structures and church needs. The Associate Vicar will be based in the Cromer Benefice with a usual expectation of two Sundays in a month at St Martin's, and an additional two days during the week. The post is a permanent appointment.

Person specification:

You will be:

- A mature disciple of Jesus Christ, committed to continually growing in your relationship with Him through prayer and scripture and a dependence on the Holy Spirit.
- An ordained Anglican minister who has successfully completed IME 4-7/Phase 2.
- Committed to the authority of God's word in all matters of belief and behaviour, including being able to uphold a traditional Christian position regarding marriage and sexuality as expressed in the Church of England Evangelical Council's Basis of Faith
- Thoroughly committed to an evangelical understanding of mission and ministry
- Comfortable working within a parish church, whose congregations encompass a breadth of Anglican evangelicalism
- Passionate about seeing lives and our community transformed by the good news of Jesus as we reach out in word and deed
- Convinced of the central role of the local church in achieving God's purposes

Skills, abilities and experience

You will be:

- Gifted in teaching and preaching: able to communicate the gospel with authenticity, creativity and relevance; committed to exposition which allows the Bible to speak for itself.
- Experienced in ministry among families and young people.
- Able to build, lead and work well within teams.
- A self-starter, able to work independently and to take initiative.
- Able to appreciate and lead a variety of styles of worship.
- Prepared to play a full part in the life of the church and town.
- Energetic and ready for an exciting new challenge.
- Someone who nurtures their own ministerial development through on-going personal study and prayer.

Able to demonstrate experience in:

- Successfully starting and maintaining new initiatives in a church setting.
- Growing ministry to families and young people.
- Effective leadership of teams and management of people (paid or unpaid).
- Working sensitively with people at different stages of their faith development.

The person appointed will be required:

- to engage with the Diocesan Continuing Ministerial Development Programme;
- to take part in the diocesan ministry review process
- to undergo Safeguarding training as required by the Bishop and to follow and promote the Diocesan Safeguarding policy.
- able to meet the individual/personal travel requirements for ministry in a large and mostly rural diocese.

Appendix 1: Our Vision

Our purpose - why do we exist?

To love Jesus and to share his love with others

The great commandment: “Love the Lord your God with all your heart and with all your soul and with all your mind” (Mt 22v37)

The great commission: “Go and make disciples of all nations” (Mt 28v19)

Our strategy - how do we love Jesus and share his love with others?

In the strength of the Holy Spirit, we seek to glorify God by:

Drawing in those who don't yet know Jesus with the good news of his death and resurrection

“How can they call upon the one they have not believed in? And how can they believe in the one of whom they have not heard?” (Romans 10v14)

Building up one another as disciples that we might live lives of love and likeness to Jesus

Let us consider how we may spur one another on towards love and good deeds” (Hebrews 10v24)

Going out to make Jesus known through words and deeds in Cromer and the world

“The harvest is plentiful but the workers are few. Ask the Lord of the harvest therefore to send out workers into his harvest field” (Mt 9v38)

Our values

Our values are a statement of the things that guide how we do things as a church. With God's help, we aspire to be an “Acts 2” church family of:

Open Bibles - committed to God's Word as our supreme authority in all matters of belief and behaviour.

Open hearts - committed to pursuing a Spirit-filled life of wholehearted, prayerful, discipleship

Open doors - committed to being a place of welcome and safety for all

Open ears - committed to listening seriously and sympathetically to the needs of the world around us

Open voices - committed to proclaiming the good news of Jesus

Open hands - committed to practically serving our community with the love of Jesus

Our vision - what do we long to see?

“Our vision is to see lives and communities in Cromer, Norfolk and beyond transformed by Jesus”