




CROSSROADS

EARLHAM, NORWICH

 THE CHURCH
OF ENGLAND

Diocese of Norwich

Vicar of Earlham (Crossroads) St Anne's, St Elizabeth's & St Mary's




St Anne's
CROSSROADS
EARLHAM, NORWICH




St Elizabeth's
CROSSROADS
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St Mary's
CROSSROADS
EARLHAM, NORWICH




St Mary's Hall
CROSSROADS
EARLHAM, NORWICH

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Our Vision

To know Jesus

- Rooted in the teaching of the Bible and guided and empowered by the Holy Spirit

To make Jesus known

- To help others come to love Jesus through our words and actions

To do this together

- Community and hospitality are important to us across all generations
- Everyone is gifted by God and has a place in his family

Our Mission

We long to see the love of Jesus transform the hearts and minds of those we live amongst as we too are changed to become more like him.



The Role

We are looking for

- An inspirational minister to lead us so that the church in Earlham grows as a wonderful manifestation of Christ within our community.
- You will build on the work that has been established within our varied congregations and develop further integration across the wider church and Christian organisations.
- A person with the skill and aptitude to collaborate with colleagues and enable them to thrive in their ministries – coaching/mentoring/supervision skills would be welcome
- Someone who will lead creative and exciting ways to engage with all people in the parish
- Someone with the skills, aptitude and desire to thrive in Estates ministry



Opportunities and Challenges

The people of Earlham have historically been served out of three church sites - St Anne's, St Elizabeth's and St Mary's.

These separate congregations were brought together into one parish in 2008 and over the ensuing years there has been a growing and significant sense of unity as one church family. To this end we have adopted the name "Crossroads Earlham" for the whole church family, whilst each church building retains its original name.

- To support and collaborate with Rev Ben Rogers in further developing the existing links we have with the UEA.
- To help meet the significant opportunities presented by our links with the numerous local schools.
- To lead and develop the worshipping life of the church.
- To grow and develop our leaders.
- To inspire the church in outreach and the development of discipleship.
- To see the big picture and oversee the development of ministry across the benefice.
- As part of the clergy team to take baptisms, weddings, funerals and engage in other life events.
- To play a pivotal role in leading and developing our weekly team meetings.



Key People

Clergy

Associate Vicar

(50:50 parish and UEA Chaplain)

Assistant Curate

a Retired Priest with Permission to Officiate

Schools & Families minister – full time

Part Time Ministry Assistant

Safeguarding Officer, Deputy and Secretary

PCC, standing committee and two church wardens

The whole church family

Mission Community based in the vicarage at St Elizabeth's, Cadge Road of up to four people

Rural Dean

The Revd Dr Patrick Richmond

Archdeacon of Norwich

The Ven Keith James

Bishop of Norwich

The Rt Revd Graham Usher



About Us

Earlham Parish is a community of nearly 20,000 people plus over 23,000 students and staff at UEA.

Over 50% of those who live in the parish are aged between 15-24 years old (the national average is 11%). It consists largely of three council estates built in the 1930s-50s. A number of the houses have 4-5 bedrooms enabling young adults to remain at home when they have left school. A significant number of houses operate as multiple occupancy student lets.



We value relationships highly, aiming to respect and listen well to all. We want to be an intergenerational church valuing and welcoming people at every stage of life.

While our typical Sunday attendance does not reflect the demographics of the local area we have a strong young people's ministry, and through our partnerships with other local churches embrace a wide range of local people with a vibrant mixture of backgrounds. We hope that through these connections and the ongoing

efforts of our young people's ministry we will more closely reflect those who call our benefice home.

In parts of the parish there is considerable need. According to Church of England statistics our deprivation ranking puts us in the top 10% of the most socio-economic disadvantaged parishes in the country. We partner with a number of local organisations to help address food insecurity and isolation, both of which are challenges for many in our area.

Worship

We meet together every Sunday at 10:00am and 5:00pm in St Anne's Church.

In St Elizabeth's Church, we meet once a month on Sundays at 2:30pm for a family service.



The 10am service at St Anne's is a steadily growing Sunday morning Communion.

It is drawn from Common Worship and is relaxed in its style.

There is All Age Worship at St Anne's on the first Sunday of the month and on other Sundays there is always provision for children and young people to explore Jesus through our young people's workers or stay in the main service should they wish.

The 5pm service has a more informal pattern with an evangelical/charismatic spirit. It has provided a wealth of promising people who can host, teach, and lead worship, and we are excited to continue to see how God grows this part of our ministry. The Associate Vicar takes a lead in developing this congregation which ranges across all ages. During term time numbers are swelled by students, however the focus of the service is one of church family rather than being completely student orientated. We actively engage the wisdom and experience of old and young.

Midweek

We meet every Wednesday at 10:00am for Cafe Church. There is an opportunity to develop worship at St Elizabeth's on a more frequent basis.

During the week we explore creative ways of sharing our faith through new expressions of church including informal midweek cafe church at St Elizabeth's and, fortnightly, at St Anne's.

There are a number of outreach activities for our community: a Toddler group (run in conjunction with another local church), Give and Take (food support) and Cafe Churches, occasional Zumba classes, Coffee morning and a periodic Alpha group.

In 2023 we appointed a Schools and Families Minister, supported by grants from various bodies, to primarily serve our numerous primary schools and to help nurture our children in faith. They were joined by a part time assistant in the Autumn of 2024, as opportunities within the schools steadily increase.

We have several Life groups that help us grow in our love for God and one another. These informal gatherings often include food, fellowship, prayer and bible study/discussion.

St Elizabeth's Vicarage is used as a Mission House. Previously this has included interns and others who have helped us serve the Parish. Our Associate Vicar currently has responsibility for them.

We have an eco church group to improve our local environment and that of our church sites. So far we have achieved Bronze awards for two of our sites under the A Rocha scheme.

There is a weekly early morning prayer meeting with other opportunities for prayer throughout the week and year. In addition there is a weekly silent prayer meeting offering an oasis for reflection, contemplation, and to listen to God together.



Person Specification



They will be:

- One who loves Jesus and His church and who is convinced of the significance of the church as family
- A capable and humble team leader
- Able to manage their time well
- A gifted communicator who is able to preach and teach faithfully from the Bible in ways that connect across a wide range of ages and backgrounds
- One whose spiritual life is reflected in a joyful and Christ-like character
- A good listener able to provide holistic pastoral care within the parish
- One who is forward looking, prophetic and able to discern where the Holy Spirit is moving, whilst being sensitive to our past.
- A leader who empowers others and sees developing local leadership as a priority, especially in the less well served parts of our community
- A natural networker who can nurture and establish close connections between the church, other church families and the wider community
- One who is comfortable with a variety of styles of worship

This post is open to ordained priests within the Church of England

The University of East Anglia

Given the fact the number of UEA students outnumber the permanent parish residents, there is tremendous potential to make Jesus known here.

UEA is a relatively small campus university, situated on the edge of the city. In the first year in particular, it can be easy for students to become quite insular, and many do not venture off campus, other than for the city nightclubs, as campus facilities meet most of their needs; however, this does foster a 'family' feeling.



UEA draws in students from across the country as well as a significant pool of international students, the resulting demographic divide further contributes to the separation from the rest of Norwich and Norfolk, which is one of the oldest and least diverse counties in the country. In line with the national data following the Covid pandemic, remote learning, post 'Brexit', and cost of living crisis, UEA is seeing an increasing proportion of students living at home.

The students of UEA reflect the wider UK student surveys and national mental health statistics, annually reporting higher levels of stress and progressive disengagement.

Our associate vicar shares their time between us and a chaplain role at the UEA. This has resulted in strong links with the CU, and a few additional students joining us over the course of a year. We would love to see this develop and increase.

Our Parish Facilities

The 2008 merging of three individual parishes has provided us with the following facilities:



St Anne's, Colman Road

The main structure is 1950s brick built and the site also carries one of our halls and a former Scout Hut. There is significant use of these by third parties including The Redeemed Christian Church of God.



St Elizabeth's, Cadge Road

1990s built and again well used by the community and the parish. The Mission House is in the adjacent vicarage.



St Mary's, Earlham Road

A delightful, small and ancient building which, due to its type, size and lack of amenities has only very occasional use. Its churchyard is designated as closed.



St Mary's Hall, Douglas Haig Road

The home of our Toddler Group and base for a weekly coffee morning and regular community use.



Clergy Wellbeing

You will be well looked after, cared for, loved, prayed for, and encouraged.

We expect and will facilitate our Vicar having a regular day off each week, and two days off together each month, taking their full allocation of holidays and time for retreat.

PCC will reimburse clergy expenses promptly.

Your address will be The Vicarage, 315 Bluebell Road, Norwich – a delightful five bedroom home and spacious gardens.



Some of the organisations with which we have close links:

- NR5 Family Partnership
- Norwich FoodBank
- Earlham Nursery School and Community Shop
- Redeemed Christian Church of God
- Bowthorpe Road Methodist Church
- City West – King’s Community Church
- Bold Moves
- 33rd Norwich Scout Group
- Earlham Police Station



Our digital presence

www.earlham.church

FaceBook

Crossroads Church, Norwich

Instagram

xrd.church

Charitable status

The Parochial Church Council of the Ecclesiastical Parish of Earlham.
Charitable registration number 1199679.

Parish share

The PCC meets its Parish Share each year, which reflects the economically challenging context of the parish.

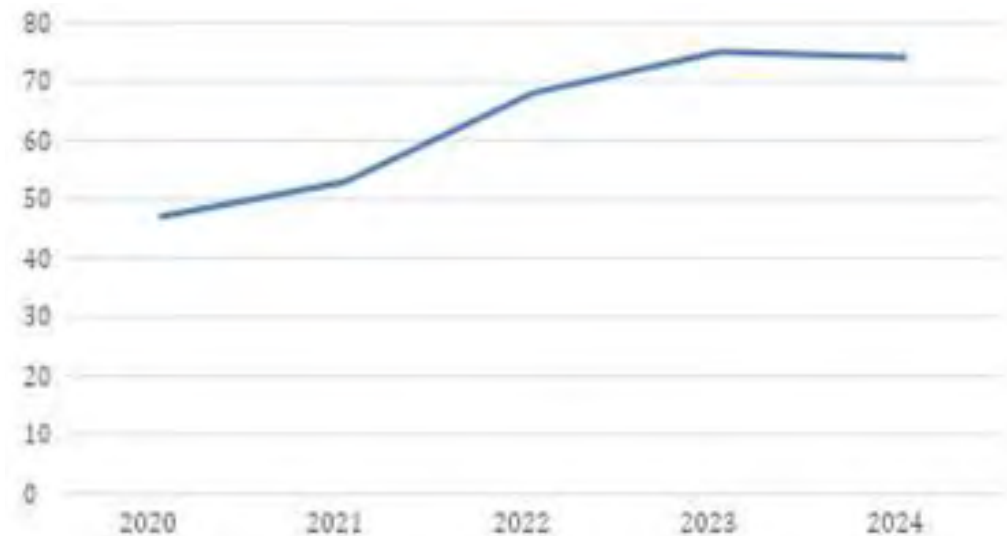
Parish Data

The PCC meets its Parish Share each year, which reflects the economically challenging context of the parish.

Crossroads Earlham Income and Expenditure



Electoral Roll



Why a life in Norwich?

If you have made it this far and you have a sense that your calling may be in our Parish but are nervous to up sticks and move to a county you have only just learnt where it is, then have no fear!

Norwich is settled in the heart of Norfolk, a county blessed with forests, the Norfolk Broads (a national park constituting a dazzling network of lakes and rivers), and some of the best beaches in the country, just half an hour away. If the outdoors is not your thing Norwich has a vibrant small business scene, excellent professional and amateur theatres, and a strong network of local churches to get stuck into.

For those with young families there are a large number of schools within walking distance, or a short drive away, though as with anywhere there is variability between schools.

For more information please visit our local council website (www.DofN.org/Norfolk) or scan the QR code for those using a hard copy of this document.



The Diocese of Norwich covers a large geographic area, with a third of the population are based in the city of Norwich. It is divided into three areas, each of which has a Bishop and an Archdeacon. This post falls in the Norwich Archdeaconry, in the deanery of Norwich East.

Diocesan Vision and Strategy


The Diocese of Norwich's vision is to be Transformed by Christ: Prayerful, Pastoral, Prophetic. You can find out more information about via:


www.DofN.org/vision

The new Vicar will be someone who is excited by this vision and who is able to see ways it can be made a lived reality in the benefice.

Safeguarding is of vital importance, and the PCC is committed to ensuring the safety and wellbeing of children, young people and vulnerable adults. We have adopted the CofE Safeguarding policy, and this is displayed in all our churches and other premises and is available for download on our website.








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Diocese of Norwich

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