



CROMERCHURCH
transforming lives with Jesus Christ

Associate Vicar Profile



Introduction

Cromer Church is a large Anglican evangelical church on the beautiful North Norfolk coast. We 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, we hope they will provide strategic leadership of the church, nurture and extend our existing work with children and families, and oversee and grow the congregations at St Martin's Suffield Park, St Mary's Roughton and St Margaret's Felbrigg.

We are at an exciting time in our history with the appointment of a new incumbent and are prayerfully seeking God at the start of a new chapter.





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 7,800 but grows significantly in the summer. 94% of the population classify themselves as "White British".

Percentage of population by age

4% - under 5	14.6% - 65-74
5.7%- 5-15	10.1% - 75-84
56% - 16-64	4.1% - 85+



Tourism is the town's main industry which although seasonal has extended its season offering attractive out of season packages for example the Thursford Christmas experience. There are many small hotels and guesthouses in the town and a wide range of cafes and restaurants. Amazonia Zoo Park is a popular attraction, as is the Pavilion theatre at the end of the pier which offers year round entertainment.

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 outpatient's hospital and a minor accident unit which is adjacent to a modern Health Centre.

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 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.



Cromer has three schools: Suffield Park Infant School (ages 4-7); Cromer Junior School (ages 8-11); and Cromer Academy (ages 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 lessons and offering Well Being counselling sessions in Cromer Academy.

Open the Book



The church enjoys good relationships with the Town Council which is evidenced by a number of church members serving on some of the variety of sub committees such as the Carnival committee, the Christmas Lights committee and the Remembrance Day committee. We also hold several annual Civic services at Cromer Church.

Carnival Service



Carnival float



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.



Church family getting involved in 40 Acts and volunteering in our community



Mother's Day preparation

Cooking for Men's Breakfast



Youth bushcraft day

Meetings and activities for young and old, for people who love to be creative and for vulnerable adults to name a few!



Cromer Gospel Choir
 Traditional Joyful Singing
 All Ages Welcome
 No need to read music or have any previous experience

FREE
 Tues 7.30 – 8.30pm
 St Martin's Church, Mill Road, Cromer
 No faith needed, open to everyone!

Email: gospelchoir@cromer-church.org.uk
www.cromer-church.org.uk




YOU are the BEST

Mondays 8.45-10am Term Time
St Martin's




Take-a-break

Toddler group
 for 0-4s with carers
 Toys, songs, snacks,
 crafts and stories

10.00-11.30am
Term-time only

Tuesday – Cromer Parish Hall
 Thursday – St Martin's Hall

£1 per family



Baby Playtime

Open Monday mornings
10.00 - 11.30am (term time)
at St Martin's in Mill Road
www.cromer-church.org.uk



OUR AIMS

Based on 1 Peter 4: 10 –

To use the gifts that we
 have been given in our

Christian service to others and to make hand crafted
 gifts and cards to give away to people



WHEN WE MEET

We meet 3 times a month – To enjoy making our crafts
 and to learn new ones

**EVERYONE IS WELCOME TO OUR MEETINGS OR
 TO MAKE CRAFTS AT HOME**



Meeting Point is a group
 for vulnerable adults
 to socialise and have fun
 We meet in the Parish Hall
 at 7pm on Tuesday evenings



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 support the Church of England's position on marriage and sexuality. As members of the Evangelical Alliance, we subscribe to their 2012 Affirmation on human sexuality.

Worship

As we reassess the way forward coming out of lockdown, the current service pattern reflects the diversity of our congregation. Like many larger churches, we are currently seeing smaller physical attendances than normal due to some COVID anxiety, and we anticipate numbers increasing again significantly once this eases. During lockdown, we have invested heavily in new live streaming technology, and all our services are broadcast live on our Youtube channel. This has allowed us to remain connected with existing members who are isolating, as well as reach many others locally and further afield.

The 08.45 (Parish Church) - “quieter and more traditional” service of Holy Communion, alternating between Common Worship Order 1 and 2. The music consists of traditional hymns from Mission Praise. Clergy wear Surplice and Scarf. The current attendance is around fifty with around twenty watching the live streaming.

The 10.30 (Parish Church) – This is the main Sunday service. There is a core congregation of around 150 with around one hundred adults physically attending, and around fifty following via the livestream. Numbers at this service, outside

lockdown, are swelled by visitors for a good part of the year but especially in the summer months where, previously, the number of attendees has doubled. The service is informal in style, and worship is led by the worship band using contemporary music, although sometimes including more traditional hymns. Communion is celebrated on the first Sunday of the month. We also enjoy worshipping as a whole church family in our all-age services. Children's work has been relaunched after the pandemic in a new format called CCKids, using The Gospel Project material. We regularly attract around twenty-five children to this, and it is led by a strong core team of volunteers.

Services at St. Martins are held at 10.30 with a smaller and more intimate setting for worship, attracting around sixty worshippers weekly. The congregation are mostly aged 60+ but not exclusively so. The services follow a similar pattern to 10.30 at the parish church, with the exception of café church which was held monthly before lockdown.

The area immediately surrounding St Martins is predominately 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 Martins into a family hub, with the Associate Vicar being central to this work and the discernment of its direction. Over the years, we have run several regular events and activities for families, and 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 this person to predominately focus on St Martins and the family hub.

At all our Sunday services we encourage the church family to exercise their different gifts and ministries, by volunteering to be on various rotas to lead prayers, read the Bible, play in the worship band, 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.

Roughton and Felbrigg

As part of our calling to be an informal resourcing church for North Norfolk, we are entering into an experimental three-year pastoral partnership with Roughton and Felbrigg churches. Roughton is a village on the edge of Cromer with a population



of approximately a thousand. The church of St Mary's is a medieval round tower church, grade 2* listed amid fields on the edge of the village. A kitchen and lavatory have recently been installed. There is a church school which is growing and currently has 91 pupils on roll. There are plans to integrate Acorns Pre-school into the school as a

nursery, and to build a new school hall. There are strong ties with the church school which was graded as good in its last inspection. Historically, the incumbent takes school assemblies once a fortnight with the Open The Book team going in on alternate weeks. The incumbent is also usually a member of the board of governors. Before the pandemic, the parish normally had two services a month, one Family and one Communion, both low-church in style. There is also a fortnightly prayer group at people's houses, and a lent and advent course which had more recently been held at the school. Although at present the congregation averages around twenty, there is a desire for growth and to try new ways of reaching the community, and plenty of opportunities to build on the links that exist with the school and uniformed groups.

Felbrigg Church dates mainly from the 15th century, and is situated in the middle of the National Trust estate about one and a half miles from the village.

Historically the village was once near to the church in what is now the park, but it was moved for uncertain reasons. The core of the present village consists of a mixture of twenty social houses, a farm and twenty privately owned properties. There are also other houses within the parish boundaries along the Holt and Metton roads.

The congregation at present averages twelve to fifteen, of whom six reckon they belong to Felbrigg but only two live in the village. The rest are from the other benefice churches, Cromer, or passing visitors. A significant ministry is to the many walkers who visit the



church which is now kept open, and there is literature with a gospel message available to take away. Under current proposals, Felbrigg is to be designated as a festival church, with services at major festivals and other significant life events, rather than weekly worship. We hope that its location as part of the National Trust estate will provide opportunities for seasonal mission to the many who visit.

It is intended that the Associate Vicar would become the Priest-in-Charge for Roughton and Felbrigg, working with the incumbent and the rest of the ministry team to develop mission and ministry.

Other activities

At present, much of our activity has had to be put on hold because of COVID, but the following gives a flavour of some of what was happening before.

Ministry in Care Homes in Cromer - is held weekly at Benjamin Court and Halsey House where clergy and church family members lead a short Worship Service and also at Shipbourne where pastoral care and various forms of entertainment are offered.

Missional Opportunities-

Cromer Church has embraced some of the **Hope 2020** initiatives and this has given us an annual framework for missional opportunities to connect with people of all ages both within the church family and in the community.

There are many opportunities for the church family to engage with **Outreach initiatives**. We run two parent and toddler groups, one in the Parish Hall and another at St Martin's where they also run a parent and baby group (Baby Playtime). In addition, we run Community Family Meals three times a year and a number of fun activity days for families which always include serving lunch or tea.

We have a great tradition of summer missions in Cromer, as Scripture Union led Cromer Beach Mission here for over 150 years. This summer the church launched a brand new event called Cromer BeachFest. Every Wednesday morning in August we ran free activities for children, families and youth, seeking to have a great festival atmosphere, be full of fun and engaging for all ages, but above all to tell people about Jesus. We were thrilled to have almost a hundred children attending weekly, many of whom were unchurched and from the local community. We are looking forward to working with the Associate Vicar to explore how we can build on this work and draw children and families deeper into the worshipping life of the church. BeachFest offers exciting opportunities for church family to become involved as volunteers as we engage with the community. As part of our Cromer BeachFest programme there will be a Beach Fest Extra in February half term and again in October half term.





Christmas brings us the opportunity to reach thousands. The church is full of visitors during the annual Christmas Tree Festival and Town Light Switch On event, but we really come alive on Christmas Eve when we regularly attract over 800 people to our **Christingle** services.



Cromer Church runs a 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.



A **Holiday at Home** event takes place in the summer held at St Martin's. This offers a break for those over 60 who otherwise would not enjoy a holiday. They eat together, play together, fellowship together and enjoy excursions throughout the three day duration of the break.

We regularly run **Christianity Explored** and **Alpha**, and have seen a steady stream of people find faith in Christ through them.

Discipleship - 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.



Women's Christmas Social

Men's Summer Social on the pier forecourt



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

We are aware that discipleship has been neglected for some years, and are currently in the process of drafting a discipleship pathway course which we pray will impact the whole church family. 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 **298**.

Leadership Structures

PCC has 15 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 congregation.

To enable us to carry out church business efficiently and effectively, we have four **Leadership Teams** (Fabric, Communications, Mission/Children and Families, and Youth). 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) meet monthly with the exception of August and December, and act as the informal senior leadership team for the church. With the new partnership with Roughton and Felbrigg, we are aware of a need to re-think our structures to reflect our new shape. We would value the input of the Associate Vicar in this.

The **Staff Team** meet weekly and at present consists of the Vicar, an Ordained Local Minister, the Curate, and the Church Secretary, There are occasions such as planning church Christmas activities when the church wardens are invited to attend. We also employ a caretaker.

Accommodation

The rectory at Roughton is a modern four-bedroom house situated overlooking fields next to Roughton church. It is a good family home with a large office and spacious garden on a quiet cul-de-sac.



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 Facebook page and Youtube channel, and to 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!

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 Cromer
- To provide strategic leadership of the church alongside the incumbent as we enter a new phase of our life together
- 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 congregations at St Martin's Suffield Park, St Mary's Roughton and St Margaret's Felbrigg

Responsibilities:

General:

- Providing 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;
- Being involved in all aspects of ministry within the benefice, including pastoral work and occasional offices, with specific responsibility for the communities of Suffield Park, Roughton and Felbrigg.
- Being part of the core staff team consisting of the Vicar, Assistant Minister, 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, and Roughton Primary School, including taking assemblies and school services as required
- To help us reimagine our work with pre-schoolers
- To oversee our Youth and Children's work volunteers
- To lead the congregations at Suffield Park and Roughton 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. Initially, we envisage the Associate Vicar being based in the Cromer benefice for three days a week, and Roughton/Felbrigg for two. 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 Evangelical Alliance's 2012 affirmation.
- 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 your 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.

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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.
- To possess a valid driving licence

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

Appendix 1: Our revised vision

Cromer Church Vision 2021

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”



Church Street · Cromer · Norfolk · NR27 9HH