



**Dereham & District
Team Ministry**



**THE CHURCH
OF ENGLAND**
Diocese of Norwich

The Dereham and District Team Vacancy Prayer

Heavenly Father

*We ask that you will help us
to share responsibility,
and grow in faith and love,
as we serve you.*

*Guide those who are seeking
the right Team Rector for us,
and those who are seeking
the right place for their ministry,
that together we may discover your way,
and vision, for the future,
and see your kingdom grow.*

Amen

Serving the parishes of

**Dereham, Scarning, Swanton Morley,
Beetley with East Bilney, Hoe, Shipdham,
East with West Bradenham.**

Benefice Profile August 2019

www.derehamanddistrictteam.org.uk

Welcome to our Benefice profile. We hope that this will help to give you a good idea of who we are and where we are now. We aim to show you what we have to offer a new Team Rector and what we hope a new Team Rector could offer us.

The position of Team Rector has many opportunities for the right person and has the potential to be deeply rewarding.

Love
Listen **Lead**

Welcome
Support
Potential

Love

We are hoping for a Team Rector who:

- is secure and confident in the Love of God
- is emotionally intelligent and pastorally aware with good interpersonal skills
- will help us to share God’s love in the wider community.

Listen

- will continue the good relations we have with our schools and encourage outreach to the young
- is comfortable with a variety of forms of worship, both traditional and modern and a range of musical styles.

Lead

- will strengthen our faith through thoughtful preaching
- will help us grow the church into the community and the community into the church
- is a team builder who will enthuse and lead colleagues and congregations and help us explore how we can work together as a team of parishes.

What we offer:

- a very warm welcome to whoever God sends to be our next Team Rector
- a supportive and cohesive Ministry Team
- a church family committed to loving God through our worship, service and fellowship
- PCCs who strive to pay their parish share
- a church office and administrator to ease the administrative burden
- prayerful, supportive and friendly congregations
- an appreciation that ministry belongs to the whole church benefice. We do not expect our Rector to do everything, but rather to enable and encourage the body of Christ
- an openness to engage in new things that will help us to expand our ministry and grow as a church for the glory of God.

and

- a four bedroom Rectory, close to St Nicholas with a large garden and parking for several cars
- full re-imburement of expenses incurred in the course of carrying out his/her duties.



The Benefice

The Dereham and District Team Ministry comprises seven parishes covering 45 square miles in the centre of Norfolk. The eight churches range from small village churches through to St. Nicholas, Dereham, the second largest parish church in Norfolk.

The parishes are:

- Dereham, Scarning,
- Swanton Morley, Hoe, Beetley with East Bilney,
- Shipdham, East with West Bradenham



Strengths of the Benefice

- A wide range of services at different times of the day, from Café Church in the morning or afternoon to BCP Choral Matins or Evensong. Some members of our congregations are happy to cross parish borders to experience a variety of worship
- A strong Ministry Team who are comfortable leading worship across the benefice
- A well established Benefice Prayer Group and a Bible Study group
- Links with the Lutheran Mariager Deanery in Denmark
- A lively Mothers' Union branch of 40 members from practically all our parishes
- An enthusiastic band of bell ringers who enjoy ringing in many of our towers
- Dereham Church Infants and Nursery School has recently received an 'Excellent' award after their last SIAMS inspection, the first in the Diocese to reach this standard
- The chance to drive through beautiful mid Norfolk as part of the job
- Lots of good cooks!

Aspirations for the Benefice

- To achieve growth within our congregations and to attract younger people, parents and children to our worship
- To grow a sense of 'team' amongst our congregations with more benefice wide activities and skill sharing.





Ministry Team enjoying lunch

The Ministry Team

The Team Rector has overall responsibility for the benefice and primary responsibility for Dereham and Scarning. The two sets of villages are cared for by the Team Vicars, the Revd James Rosie and the Revd Gill Wells, based in Swanton Morley and Shipdham respectively.

There are five retired priests, one NSM assistant priest, one assistant priest who is also a full time hospital chaplain and four Readers, all of whom provide excellent support.

Team Administrator

The team is fortunate in having a part-time paid Administrator working 12 hours per week from Church House, Dereham, with responsibility for some of the administrative work of the Benefice. The office is open Tuesday to Friday from 10 am to 12 noon. Members of the congregation also provide voluntary support in the office. The weekly Benefice newsletter is produced from the office.

Links

The benefice is part of the Dereham in Mitford Deanery made up of five multi parish benefices in mid Norfolk. The Deanery clergy chapter meets regularly.

There is active participation in the life of Dereham Churches Together and Ministers Fellowship.

North Breckland Youth for Christ has its centre at Church House, Dereham. They use the hall at Church House for after school meetings and their team is involved with schools in Dereham and Swanton Morley.

Current pattern of services across the Benefice

	Sunday 1	Sunday 2	Sunday 3	Sunday 4	Sunday 5	Other
Dereham	08.00 HC	08.00 HC	08.00 HC	08.00 HC	08.00 HC	Wednesday 10.00 HC
	10.00 PC	10.00 PC	10.00 FS	10.00 PC		Friday 12.00 HC
		15.00 CC				
Beetley	09.30 PC		09.30 PC			
E Bilney		09.30 PC		09.30 PC		
E with W Bradenham	08.00 HC BCP	09.30 CC	09.30 CM BCP	09.30 HC BCP	18.00 CE	
Hoe		09.30 MP BCP		09.30 HC BCP	09.30 HC	
Scarning	11.15 MP	11.15 HC	11.15 FS	11.15 PC BCP	11.15 SoP (Lay)	
Shipdham	09.30 CC	11.15 PC	11.15 MPr	11.15 PC	11.15 PC	Wednesday 10.00 HC
Swanton Morley	11.15 PC	11.15 MP	11.15 PC	11.15 FS		

Key: HC Holy Communion, PC Parish Communion, MP Morning Prayer, FS Family Service, CC Café Church, CM Choral Matins, MPr Morning Praise, CE Choral Evensong, SoP Songs of Praise, BCP Book of Common Prayer, (Lay) = Lay led



Messy Church at St Nicholas

Facts and Figures

Parish Share details 2018

	2018 Parish Share request	% Paid
Dereham	£ 70,106	100%
Beetley with East Bilney	£ 7,473	100%
East with West Bradenham	£ 9,338	100%
Hoe	£ 2,135	28%
Scarning	£ 10,409	100%
Shipdham	£ 28,013	100%
Swanton Morley	£ 10,409	95%
Total	£ 130,410	

Benefice - Registered Charities in the Parish

Dereham	Church Estate & Headborough Charity, East Dereham Relief in Need, East Dereham Educational Charity, Mid Norfolk Food Bank, St Nicholas Junior Academy Charity
Beetley with East Bilney	East Bilney Almshouses
E with W Bradenham	The Friends of St Andrew's, The Aida Tait Charity, East Bradenham Church Land Fund, WMR Haggard's Charity Fund
Hoe	
Scarning	Scarning School Endowed Charity
Shipdham	Thomas Bullock Trust, Fuel Allotment Charity
Swanton Morley	Barretts Charity, Friends of All Saints, Smalls Charity, Daisy's Mite

Occasional Offices, Electoral Roll, Attendance across the Benefice - 2018

	Weddings	Baptisms	Funerals/ Interments	Electoral Roll	Average Attendance
Dereham	7	41	39	123	70
Beetley with East Bilney	0	4	3	25	16
E with W Bradenham	0	2	11	20	10.5
Hoe	0	0	2	13	7
Scarning	2	8	3	35	22
Shipdham	7	6	8	51	28
Swanton Morley	11	7	8	24	14

About the area



Dereham is an expanding community with a population now well above the 2011 census figure of 18,600. It is a busy town with a market on a Tuesday and Friday. It has a range of supermarkets, independent shops, banks and cafes.

Amenities include the Memorial Hall, which hosts local and professional drama as well as the occasional concert, a cinema, a leisure centre with swimming pool and gym, a golf course, bowls clubs, tennis courts, various sports clubs for all ages, playing fields and easily accessible open spaces. The Mid Norfolk Railway is a popular tourist attraction. There are two museums in or near the town and many interest groups and societies. Green Pastures in Dereham is a well-resourced Christian bookshop.

There are several residential care homes in the Benefice including two with a strong Christian ethos. Dereham Hospital provides professional rehabilitation services plus a range of clinics and a 20 bed ward. There is also a warm and welcoming Day Care Centre 'Meeting Point', established as a place for the disabled and over 55's to meet and socialise.

Bus links from Dereham to King's Lynn and Norwich are very good. Services between the rural parishes and Dereham are less good and

this limits opportunities for employment and daily living for the elderly or non drivers.

Like many rural market towns, Dereham has some social issues including low incomes. Food banks are busy. The most recent statistics show that a larger proportion of the population rent rather than own their homes. With 94% of the population born in the UK the predominant first language is English. Some 20% of the population have poor health, whilst a third of those of working age have few or no qualifications. For further information visit **www.breckland.gov.uk** and **www.aboutdereham.org**

The wider area has much to offer. Norfolk has many attractive villages and market towns. The sea is within easy distance. There are traditional resorts and much of the north Norfolk coast is a nature reserve. As cyclists will testify, Norfolk is not flat.

King's Lynn is an ancient town which, as a member of the Hanseatic League, was once one of England's most important and influential ports.

Norwich is a fine city with many cultural opportunities and some of the best shopping in the country. It has two splendid cathedrals, a castle and (at present) a Premier League football club.

Schools in the Benefice



Dereham Christingle

Education

Primary schools are to be found in Dereham and the outlying villages, and secondary schools and a sixth form college in Dereham. There are good working relationships with the benefice schools. Clergy and Readers conduct collective worship on a regular basis and student visits and school services are held in the churches. The Rector has the opportunity to be a governor in several of the schools.

Dereham

Dereham Church Infant and Nursery School.
www.dereham.norfolk.sch.uk

Dereham Church of England Junior Academy
www.derehamjunior.dneat.org

Grove House Infant and Nursery School
www.grovehouseinfant.org

King's Park Infant School:
www.grovehouseinfant.org

Toftwood Infant and Junior School Federation
www.toftwood.norfolk.sch.uk

Dereham Neatherd High School
www.neatherd.org

Northgate High School
www.northgate.norfolk.sch.uk

Dereham Sixth Form College
www.dsfc.org.uk

Scarning

Scarning VC Primary School
www.scarningprimary.co.uk

Shipdham

Thomas Bullock Church of England
Primary Academy
www.thomasbullock.dneat.org

Swanton Morley

Swanton Morley VC Primary School
www.swantonmorleyprimary.co.uk

Beetley

St Mary's Community Primary School, Beetley
www.beetleyschool.co.uk

For more information on the life of our benefice please visit
www.derehamanddistrictteam.org.uk

St Nicholas, Dereham



One of the great English medieval churches, St Nicholas is amongst the six largest churches in Norfolk. The early 16th century bell tower to the north east of the church has eight fine bells recently refurbished. St Withburga founded the church and for centuries it was a centre of pilgrimage. St Withburga's Well outside the west door, is the site of her burial place. The churchyard is closed and is mown regularly by the local authority.

We aim as a church to be friendly and welcoming. There is a splendid children's corner in the north west of the church, which at times is used with great enthusiasm.

Although the majority of our congregation are retired, we punch well above our weight. We run a popular Messy Church, a Benefice Mothers' Union with forty members, a monthly Hymn Sing, and Thursday Men meetings. 'Snowball' lunches are enjoyed on a regular basis in one of the local pubs. The Bible Study group and the Prayer group meet regularly. A Prayer Ministry Team is being developed and prayer is offered after every main Sunday service. Tea 'n' Tots meet on a Monday afternoon during term time. We have a Director of Music, a very small music group and three service singers. There is a fine three manual organ.

Children from the Dereham primary schools, particularly the two church schools often come into St Nicholas for educational visits and special services. Members of the congregation are often invited into the schools to take part in discussions about our faith.

St Nicholas also has links further afield - with past members of the congregation working as missionaries in Thailand.

The social side of church life is healthy, and funds are supplemented by a variety of entertainments throughout the year. As with most old churches, each year throws up an unexpected repair which upsets the annual budget.

The PCC members are a committed and supportive group who along with sub-committees work tirelessly to keep the church running smoothly and prayerfully.

In January 2018 a discussion day attended by over forty, gave members of the congregation an opportunity to voice and discuss ideas for the future development of St Nicholas. The outcome of the discussion is the five year Strategic Plan with short and long term goals. We are actively working on a project to install toilets in the church as Stage 1 of an ambitious plan which will include a modern kitchenette, a much improved

heating system and an area for social gathering. For further details see Mission Statement overleaf.

Since the 2017 Quinquennial Inspection Report, much work has been completed. It is hoped that the more expensive projects for the building will be covered by Heritage Grants in the coming years.

Our recent Stewardship Campaign has been most successful, allowing us to balance the books and pay our parish share in full. Extra collections are made for six nominated charities a year. In 2018 we raised £2,787 for the charities.

We are not complacent and are aware that we need a Rector who will help us to expand our mission in every way. The congregation would benefit from a wider age range, and from introducing more varied music.

There are challenges to be met and we welcome the appointed Rector who would work with us to meet them all in the coming years.

Prayer for Growth

God of Mission
 Who alone brings growth
 to your church ,
 Send your Holy Spirit to give
 Vision to our planning,
 Wisdom to our actions,
 And power to our witness .
 Help our church to grow in numbers,
 In spiritual commitment to you,
 And in service to our local community,
 Through Jesus Christ our Lord. Amen.

St Nicholas' Service Statistics for 2018

Service	Time	BCP/CW	Average Attendance 2018
Sunday Communion	8.00am	CW/BCP	12
Parish Communion 1st, 2nd & 4th Sunday	10.00 am	CW	67
Second Sunday Cafe Church	3.00pm		16
Third Sunday Family Service	10.00 am		56
Wednesday Communion	10.00 am	CW	11
Friday Communion	Noon	CW	10

St Nicholas' Service Statistics for 2018

Easter and Christmas 2018	Attendance
Easter Day	121
Christmas Carol Service	96
Christingle	405
Christingle	340
Christingle	175
Midnight Mass	74
Christmas Day	94

Mission Statement for St Nicholas, Dereham

In response to God's love in Christ, our mission is to grow in faith and reach out in love to the people of Dereham.

Aims and objectives

To realise this mission we will;

1. Deepen our Christian faith

- By increasing opportunities for Prayer, Bible Study, and Teaching.

2. Build Christian fellowship through social activities and pastoral care

- By co-ordinating the pastoral care offered within the congregation, especially to the lonely or bereaved by appointing a Bereavement Officer
- By encouraging all members of the congregation to join in our social activities.

3. Maintain and improve the church building for use by the whole community

- By addressing the findings of the 2017 Quinquennial Report, as far as is practicable
- By ensuring minor repairs are completed promptly by the effective use of volunteers from the congregation for simple maintenance tasks, wherever possible
- By embarking upon a building plan to provide toilet facilities, a kitchen and a community space within the church.

4. Develop different forms of music in our worship

- By finding a leader to encourage young musicians to become involved in the Family Service

- By developing the existing congregational monthly hymnsing
- By introducing more variety into the sung parts of the Eucharist.

5. Develop our work with young people

- By building on the work of Messy Church
- By continuing ties with our 2 church schools and furthering links with other schools in the town.

6. Improve our financial standing

- By a biennial review of planned giving, to ensure our regular congregation is aware of the effect of inflation on the church's income and expenditure
- By launching a Fundraising campaign to raise funds for building works with a proactive approach to applying for grants and other fund raising efforts
- By seeking funds from legacies, the wider community and organisations.

7. Develop an easily recognisable identity

- By using our logo and website address on all communications
- By ensuring our website and Facebook page are kept up to date
- By portraying an open and warm welcome to all church activities.

Church Estate & Headborough Charity

The purpose of the Charity is to maintain Church House, Dereham to provide a Parish Hall and Parish Office for St Nicholas Church and a hall and meeting room for wider community use. It can also help maintain the fabric of St Nicholas Church and support where funds allow.

The charity owns the grade 2 listed Church House situated at the entrance of the churchyard of St Nicholas Church Dereham, Church Cottage, a small dwelling attached to Church House and land at the west end of St Nicholas churchyard that has been used for allotments for many years. The cottage is presently tenanted.

St Peter & St Paul, Scarning



Scarning covers a large area and has a population of around 2000. The old centre of the village, near the church, is small and much of the parish comprises scattered cottages and farms. There is also a large modern housing estate adjoining the western edge of Dereham.

We have weekly Sunday services with an average congregation of 22 for normal Sundays and much higher numbers at Easter, Christmas and other special services. There are signs of a modest increase in attendance and a challenge for the future will be to build on this. The church community is close-knit and active and is known for its warm welcome and enthusiastic hymn singing.

The church has a fine ring of historic bells and a keen band of bell ringers. This provides an additional means of involving people in church life, including young people. Our pews are relatively benign and conditions have improved significantly through the recent upgrade to the heating system.

The church has no kitchen or toilet facilities but enjoys free access to the excellent village hall opposite. We use the hall for social functions as well as PCC meetings. Our busy monthly coffee mornings, held in the hall, provide a social focal point for the village

as well as raising significant income for the church. We hold occasional concerts in the church, which has a splendid acoustic.

Scarning has a thriving primary school and pre-school situated half way between the church and Dereham. In the 17th century, William Seckar, a local landowner, had issues with the church's policy on educating poor children. William left an endowment of land to ensure "the maintenance of one free school, to be kept for ever in the said house, while the world endure, in Scarning." Since William's time relationships between the church and school have improved and there are services for the children at the church at Easter and Christmas. We aim to develop further contacts with the school. The church has a nominee on the Scarning School Endowed Charity.

The village has a Bowls Club, Art Group, Table Tennis Club, a WI and two playing fields. There is also a large residential home specialising in the care of people with dementia.

Our PCC is active and experienced. Considerable restoration work has been carried out to the Grade 1 listed church in recent years and there is an ongoing programme of works. The churchyard is open.

We are pleased that the church is open daily.

All Saints, Swanton Morley



All Saints is a large Norfolk church standing on a hill at the edge of the village overlooking the Wensum Valley. It is a grade 1 listed building in constant need of maintenance and repair. Gonville and Caius College, Cambridge are patrons of the Church. The bell tower has a ring of six bells, which we hope to increase to eight. The churchyard is closed for burials except for interment of cremated remains.

A well-stocked children's corner provides Bible story books and activities, as well as toys and craft materials. Members of the congregation support the ministry of the leadership team during Sunday services by reading the designated Bible passages each week, and by leading the intercessions during monthly Morning Prayer services. North Breckland Youth for Christ have a partnership with All Saints Church in that we offer an after school Youth Cafe in the village, assisted by individuals from the congregation and contributed to financially by the PCC.

The ancestors of Abraham Lincoln lived in the village and gave a bible to the congregation. The Church has a permanent display of the Lincoln Family History from this time until Abraham Lincoln

Robertson Barracks, home of the 1st The Queen's Dragoon Guards is to the north of the village. The Regiment is under the pastoral care of a C of E Padre. There are good relations between the Barracks and the Church with them attending some services.

Swanton Morley is a large village with a population of approximately 2100 and rising. It has a general shop with a post office close to a specialist butcher with delicatessen. There are two public houses with restaurant facilities and a garage which provides diesel fuel, servicing, and repairs. The village surgery is near Lincoln House, a large residential care and nursing home. Woodgate Park, is a private, warden supported development with its own community centre. The Team Vicar visits and holds Communion Services at both.

An hourly bus service gives access to Dereham, local villages, the Norfolk and Norwich hospital and to Norwich city centre.

Swanton Morley boasts several active sporting clubs. There is a group for under Fives; a thriving Women's Group, Rainbows, Brownies, Beavers and Cubs, and there is a popular Gardening Club. The excellent Village Hall is well used and available for hire. The Voluntary Controlled Church of England School has approximately 210 pupils. The Team Vicar is on the Governors and visits the School twice a month to take assemblies and some RE lessons. The School comes to the Church to hold their special services.

The Bat colonies at All Saints have been surveyed over 13 years by University groups and Research Organisations and is now a Pilot Church for Natural England and the Church of England Bats in Churches Project.

St Mary Magdalene, Beetley with St Mary the Virgin, East Bilney



This parish, with one Parochial Church Council, is made up of two rural villages each with its own listed church. Beetley Church has a ring of eight bells: the lightest in Norfolk. The combined population of the villages is approximately 1400.

In Beetley, the bigger of the villages, there is a community primary school (and a separate pre-school) with which we have been re-establishing links. Around 70 pupils and family attend Beetley Church for their annual Nativity play. There are several businesses in the village. The Rural Life Museum at Gressenhall is adjacent to the parish boundary.

A village hall and the playing field accommodate various clubs and sporting activities. A mobile library visits various locations within the two villages. The local Scout group attended the services for Remembrance Sunday the last three years: this is a relationship that is growing, with great potential.

East Bilney is an attractive but dispersed village with two substantial businesses.

The village's link to the first Protestant martyr, Thomas Bilney, is celebrated by the Martyr's Window in the south side of the Chancel.

There is a developed ministry to Bilney Hall, a care home, which is visited regularly by the NSM.



St Andrew, Hoe



With a population of approximately 240, the village is by far the smallest of the Benefice's parishes numerically, although geographically it covers as great an area as most.

Being so dispersed and having no shop, pub, or any recognisable centre, the Church and Parish Room situated in the churchyard provide the visible focus of parish existence. This works to advantage at Christmas, Easter and Harvest Festival when we provide a social dimension and enjoy very good attendance.

The regular pattern of worship is Morning Prayer on the second Sunday and Holy Communion on the last Sunday. When this is the 5th Sunday the congregation is joined by those from Beetley with East Bilney and Swanton Morley. The Book of Common Prayer is used for most services.

The Church is originally Saxon although rebuilt over the centuries. It is quite small, very simple and beautifully situated. It is generally in good condition although following the Quinquennial report there is a programme of works to achieve. The churchyard is well cared for and has available space.

All Saints, Shipdham



Shipdham Christmas Tree Festival

All Saints Church is served by a team vicar, a self-supporting minister and a reader, as well as a retired archdeacon. They are an accessible, cohesive and spiritually focused group who work well with the PCC. We are proud that a PCC member was ordained deacon at Petertide. All Saints is a Dementia Friendly church, and a place of refuge in the village emergency plan. All are welcome regardless of race, orientation or faith.

The church has excellent links with the village Church of England primary academy. Children visit church regularly for services and activities; the Team Vicar conducts collective worship and is a school governor. There are also good links with Beavers, Cubs and Rainbows. Lent and Advent study courses run every year. Café Church often tackles social issues.

The church has recently installed a beautiful new window commemorating those who died in WWI, the cost being met by the whole village, led by the Parish Council. The tower requires attention, a team led by the Fabric Officer is embarking on submitting a bid to the HLF.

There are toilets and a kitchen at All Saints. A band rings the bells each Sunday and weekly attendance averages 28. The church hosts many social events, well supported by the community, including monthly Café Saints, an annual craft

fair, concerts, quilt show, knitting festival and quizzes. Highlights are the church fair called the Drynkings, originating in Tudor times, and the annual Christmas Tree Festival.

Shipdham is a busy, friendly village with a population of around 2100. It is close to Dereham with good facilities of its own including a surgery, village shops and excellent bus service. There are a variety of societies and activities including bowls, knitters, book club, history group, twinning association, horticulture, yoga, art group, quizzes. Community choir, men's choir and Shipdham Knitters all meet in church.

All Saints joined the benefice four years ago and the new Rector can be assured of a warm welcome here.



Shipdham coffee morning

St Andrew's, East with West Bradenham



Congregations are small, fairly conservative and of mature age. Services normally use the Book of Common Prayer and the King James' Bible. The choir (average 12 members) sings Choral Matins each month and Evensong on 5th Sundays, and an excellent candlelit, traditional Nine Lessons and Carols service. On the second Sunday each month Café Church is held in the village Hall. Most members of the congregation take an active part in services by reading lessons, and help cleaning brass and maintaining floral displays. We employ a cleaner. Outreach lunches are held every other month for about 40 people from the wider community of Bradenham, Shipdham and parishes within the team.

The last census (2011) recorded a population of 700 including several businesses. Children attend primary school in Shipdham and Necton and secondary schools in Dereham and Swaffham. There are many popular village based clubs and activities including a newly formed Community Group. Church fundraising events are well supported.

The church is situated on the northwest edge of the village. It is grade 1 listed, mediaeval, with

Victorian stained glass memorial windows to the Haggard family. With the assistance of occasional legacies and the Friends of St Andrew's (inaugurated 1998), the church is maintained in a good state of repair. The PCC is proud that its parish share is paid in full every year.

The redundant church of St Mary, East Bradenham is in the care of the Churches Conservation Trust; we aim to hold one service in the church each year. It is used to house and display the Village Archive and is open most days. Both East and West Bradenham churchyards remain in use for burials.



Ascension Day picnic