



THE CHURCH
OF ENGLAND

Diocese of St Edmundsbury
and Ipswich

Role description signed off by: Archdeacon of Suffolk

Date: February 2024

To be reviewed 6 months after commencement of the appointment, and at each Ministerial Development Review, alongside the setting of objectives.

1 Details of post	
Role title	Rector
Name of benefice	South Hartismere
Deanery	Hartismere and Hoxne
Archdeaconry	Suffolk
<i>Initial point of contact on terms of service</i>	The Ven Rich Henderson Archdeacon of Suffolk

2 Role purpose
General
To share with the Bishop both in the cure of souls and in responsibility, under God, for growing the Kingdom in this benefice.
To ensure that the church communities in the benefice flourish and engage positively with 'Growing in God' and the Diocesan Vision and Strategy and ensure a plan for growth (PFG) is in place within 6 months.
To work together as the Rector to this benefice, having regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy and other relevant legislation.
To work with the ordained and lay colleagues as set out in their individual role descriptions and work agreements, and to ensure that, where relevant, they have working agreements which are reviewed. This involves discerning and developing the gifts and ministries of all members of the congregation.
To work with the PCCs towards the development of the local church as described in the benefice profile, and to review those needs with them. To recognise and value the individuality of each community.
To ensure that a high standard of worship, preaching, and pastoral care is provided.

To work together, as appropriate, with other Christian denominations which have a presence in the parishes and the wider deanery.
To ensure compliance and effective practice regarding all safeguarding matters including training.
Schools
To work closely with the local schools. The diocese is committed to working with both community and church schools and this should be seen as a key part of the priest's role.
Specific tasks and responsibilities
Develop and exercise a local episcopal oversight role, working collaboratively with the ministry team to enable effective and fruitful ministry across the whole benefice.
Working with the parishes, develop a shared vision and plans for Growing in God; encourage lay participation in services; identify and develop people's talents.
Share the Christian faith with people of all ages and work with parishes to widen the age profile of congregations through building on some of the initiatives already implemented.
Teach and encourage an understanding of Christian stewardship across the benefice.
Strengthen and encourage links with young people, families, and other groups of people including the newly retired to help expand outreach, and offer pastoral care and visiting capabilities for those in need such as the elderly, lonely and isolated.
Be willing to contribute to community life in the benefice.
Be supportive and creative with the Lightwave groups, developing together new ways for discipleship and worship.

3 Key contacts												
<table border="0"> <tr> <td>Generic</td> <td></td> </tr> <tr> <td>Bishops</td> <td>The Deanery Chapter & Synod</td> </tr> <tr> <td>The Archdeacon of Suffolk</td> <td>The Churchwardens</td> </tr> <tr> <td>The Rural Dean</td> <td>The Lay Chair</td> </tr> <tr> <td>The PCCs</td> <td>Headteachers</td> </tr> <tr> <td>Archdeacon for Rural Mission</td> <td>: Leader of the Lightwave Community</td> </tr> </table>	Generic		Bishops	The Deanery Chapter & Synod	The Archdeacon of Suffolk	The Churchwardens	The Rural Dean	The Lay Chair	The PCCs	Headteachers	Archdeacon for Rural Mission	: Leader of the Lightwave Community
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Archdeacon for Rural Mission	: Leader of the Lightwave Community											
<p>Specific Ordained and lay colleagues (those holding the Bishop's licence, office holders and administrative staff)</p>												
Aspirational												

<p>Supportive The Archdeacon, who will review this role description with you when you are six months into post. The Lay Chair The Rural Dean Diocesan Director of Mission and Ministry Archdeacon for Rural Mission : Leader of the Lightwave Community</p>
<p>Patrons The Bishops of St Edmundsbury and Ipswich The Martyrs Memorial & Church of England Trust - CPAS The Church Society Trust Society for the Maintenance of the Faith</p>
<p>Role context and any other relevant information The diocesan ministry deployment principles affirm an intention to maintain stipendiary clergy numbers if possible, subject to the availability of financial resources, and to develop an understanding of local episcopal oversight ministry and local ministers in parishes ministering in teams or clusters. A key aim of this is to reduce clergy isolation and increase mutual support.</p>
<p>An understanding of the Parish Share process and how it is applied across the benefice and deanery and its importance for the sustainability of ministry across the diocese is fundamental.</p>
<p>The Bishops expect and encourage clergy to take their rest days, holidays and regular retreats or similar. Clergy are strongly encouraged to have a spiritual director or equivalent.</p>

<p>4 Benefice Summary</p>	
<p>Parishes</p>	<p>Gislingham Mellis Stoke Ash with Thwaite Thorndon with Rishangles Thornham Magna Thornham Parva Wetheringsett cum Brockford Yaxley</p>
<p>Churches</p>	<p>Gislingham : St Mary the Virgin Mellis : St Mary the Virgin Stoke Ash with Thwaite : All Saints Thorndon with Rishangles : All Saints Thornham Magna : St Mary Magdalene Thornham Parva : St Mary Wetheringsett cum Brockford : All Saints Yaxley : St Mary the Virgin</p>

PCC	The PCCs seek to work together, to be supportive and effective in mission and growth.
Schools and Colleges	There are Church of England VC Primary Schools in Gislingham, Mellis, Thorndon and Wetheringsett. Local young people attend Hartismere High School, Diss High School, Debenham High School.
Churchwardens	There are active churchwardens and assistants, who all take a proactive role in their churches, seeing their responsibilities in terms of worship and mission, as well as the maintenance of church fabric.
Ministers	1 x Stipendiary Assistant Curate 1 x Licensed Reader 6 x Lay Elders 1 x Family and Children's worker
Buildings	None
Churchyards (Open or closed)	All churchyards are open
Population	Gislingham : 1,172 Mellis : 563 Stoke Ash with Thwaite : (SA 233, Thw 138) 371 Thornham Magna : 152 Thornham Parva : 51 Thorndon with Rishangles : (Th 726, R 92) 818 Wetheringsett cum Brockford : 692 Yaxley : 596
Average Sunday Attendance	Gislingham : St Mary the Virgin – 15-20 Mellis : St Mary the Virgin – 17-20 Stoke Ash with Thwaite : All Saints – 12 Thorndon with Rishangles : All Saints – 20 Thornham Magna : St Mary Magdalene – 19 + 1 Thornham Parva : St Mary – 14 + 1 Wetheringsett cum Brockford : All Saints – 9 Yaxley : St Mary the Virgin – 16
Parish Share	2023 : £64,958 (76.12% paid) 2022 : £61,000 (80.78% paid) 2021 : £58,113 (93.64% paid)
Expenses	Reimbursed in full

Resolutions	n/a
Church Tradition	There is a broad representation of Anglican traditions around the benefice, stemming from its relatively recent creation. While some parishes prefer the more liturgical focus of Anglo-Catholic liturgies, others adhere to more evangelical types of worship.
Pastoral re-organisation	Non planned
Presence of other Christian denominations	There are Baptist Chapels at Rishangles and Stoke Ash.
Presence of other faith communities	