



Role description signed off by: Archdeacon of Sudbury

Date: May 2021

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	Combs and Finborough
Deanery	Gipping Valley
Archdeaconry	Sudbury
<i>Initial point of contact on terms of service</i>	Archdeacon of Sudbury, The Ven Dr David Jenkins

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.
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 collaborate within the deanery both in current mission and ministry and, through the deanery plan, in such reshaping of ministry as resources and opportunities may require. To attend Deanery Chapter and Deanery Synod and to play a full part in the wider life of the deanery.
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.
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 all the villages of the benefice.

3 Key contacts
Generic The PCCs The Deanery Chapter & Synod The Church Wardens The Rural Dean and Lay Chair
Specific Ordained and lay colleagues (those holding the Bishop's licence, office holders and administrative staff)
Aspirational We are looking for someone who will enable us to: - build on and develop our work with local schools and linking to that, with children, young people and families within our communities. - deepen our faith and increase in both numbers and influence in our communities. - continue to build up the benefice links and our collaborative working which have developed during lockdown and through zoom services. A person with an enjoyment of rural life, a good sense of humour, good listening skills and the ability to see things through.

<p>Supportive The Archdeacon, who will review this role description with you when you are six months into post. The Rural Dean and Lay Chair Diocesan Director of Mission and Ministry</p>
<p>Patrons The Bishop of St Edmundsbury and Ipswich Master, Fellows and Scholars of Pembroke College, Oxford</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 Centenary 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>Buxhall: St Mary Combs: St Mary Great Finborough: St Andrew Harleston: St Augustine of Canterbury Little Finborough: St Mary Onehouse: St John the Baptist Shelland: King Charles the Martyr</p>
<p>Churches</p>	<p>Buxhall: St Mary – Grade I Combs: St Mary – Grade I Great Finborough: St Andrew – Grade II Harleston: St Augustine of Canterbury – Grade I Little Finborough: St Mary – Grade II* Onehouse: St John the Baptist – Grade II* Shelland: King Charles the Martyr – Grade II*</p>
<p>PCC</p>	<p>The PCCs seek to work together, to be supportive and effective in mission and growth.</p>

Schools and Colleges	Trinity School CE VA Primary – Combs Ford Gt Finborough C of E VC Primary Finborough School – Private School (Pre-Prep to 18 years)
Churchwardens	Buxhall: St Mary x 2 Combs: St Mary x 2 Great Finborough: St Andrew x 2 Harleston: St Augustine of Canterbury x 1 Little Finborough: St Mary x 2 Onehouse: St John the Baptist x 2 Shelland: King Charles the Martyr x 2
Ministers	1 x Associate Priest 3 x Readers (PTO) 9 x Lay Elders 2 x PTO Priests
Buildings	Trinity Hall – “shared” by Onehouse, Harleston and Shelland churches. St Marys Church Hall – Combs
Churchyards (Open or closed)	Buxhall: St Mary – Open Combs: St Mary - Closed Great Finborough: St Andrew - Open Harleston: St Augustine of Canterbury - Open Little Finborough: St Mary - Open Onehouse: St John the Baptist - Open Shelland: King Charles the Martyr - Open
Population	Buxhall: 450 Combs: 5,500 Great Finborough: 900 Harleston: 148 Little Finborough: 35 Onehouse: 800 Shelland: 48
Average Sunday Attendance	Buxhall: St Mary : 19 Combs: St Mary : 51 Great Finborough: St Andrew : 22 Harleston: St Augustine of Canterbury : 8 Little Finborough: St Mary : 17 Onehouse: St John the Baptist : 12 Shelland: King Charles the Martyr : 8

Parish Share	2020 £71,426 100% 2019 £68,025 100% 2018 £64,786 100%
Expenses	Reimbursed in full
Resolutions	Resolution under Section 3(1) or (2) of the Priests (Ordination of Women) Measure 1993: all parishes agreed that they were happy to accept a woman incumbent.
Church Tradition	Traditional [CW & BCP]
Pastoral re-organisation	n/a
Presence of other Christian denominations	Not in the Benefice but connection with Battsford Free Church. Finborough Court in Great Finborough run by Pilgrim Care Society [Baptist] – shared Benefice Bible Study Group
Presence of other faith communities	n/a