



Role description signed off by: Archdeacon of Suffolk

Date: July 2022

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	Full-time mission-focussed Priest in Charge
Name of benefice	Four Rivers
Deanery	Hartismere and Hoxne
Archdeaconry	Suffolk
Funding	For the first three years, the post will be part-funded (£10,000 pa) through Strategic Development Funding (Lightwave).
<i>Initial point of contact on terms of service</i>	The Ven Jeanette Gosney – Archdeacon of Suffolk The Ven Sally Gaze – Archdeacon for Rural Mission

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 with the Archdeacon for Rural Mission in developing agreed Lightwave mission, growing new disciples among young people and families.
To minister as the Priest in Charge 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 of the benefice 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 compliance and effective practice regarding all safeguarding matters including training.
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.
Develop Lightwave groups with one or more new mission initiatives/fresh expressions of Church with a intention of growing new disciples among young people and families.
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 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) Work closely with the "Lightwave" community headed by The Archdeacon for Rural Mission, The Ven Sally Gaze.

<p>Aspirational Headteachers and local schools Community groups Local charities and organisations working with young people and families</p>
<p>Supportive The Archdeacon of Suffolk, who will review this role description with you when you are six months into post. The Archdeacon for Rural Mission who will work closely and regularly with you regarding the Lightwave ministry with specific agreed outreach projects. The Rural Dean and Lay Chair Diocesan Director of Mission and Ministry</p>
<p>Patrons Diocesan Board of Patronage Mr Robert Rous The Bishop of St Edmundsbury and Ipswich Simeon's Trustees</p>
<p>Role context and any other relevant information</p> <p>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>

4 Benefice Summary	
Parishes	Bedfield St Nicholas Brundish St Lawrence Cratfield St Mary the Virgin Laxfield All Saints Monk Soham St Peter Tannington St Ethelbert Wilby St Mary Worlingworth St Mary
Churches	Bedfield, St Nicholas : Grade I Brundish, St Lawrence : Grade I Cratfield, St Mary the Virgin : Grade I Laxfield, All Saints : Grade I Monk Soham, St Peter : Grade I

	Tannington, St Ethelbert : Grade II* Wilby, St Mary : Grade I Worlingworth, St Mary : Grade I
PCC	Each parish has a PCC
Schools and Colleges	Bedfield: VC primary Laxfield: VA primary Wilby: VC primary Worlingworth: VC primary
Churchwardens	Bedfield St Nicholas x Brundish St Lawrence x 1 Cratfield St Mary the Virgin x 1 Laxfield All Saints x 2 Monk Soham St Peter x 1 Tannington St Ethelbert x 1 Wilby St Mary x 2 Worlingworth St Mary x 2
Ministers	SSM Assistant Curate x 4 Lay Elders x 7
Buildings (that the PCC are responsible for)	
Churchyards (Open or closed for burial)	Bedfield St Nicholas : Open Brundish St Lawrence : Open Cratfield St Mary the Virgin : Open Laxfield All Saints : Closed Monk Soham St Peter : Open Tannington St Ethelbert : Open Wilby St Mary : Open Worlingworth St Mary : Open
Population	Bedfield : 300+ Brundish : c. 170 Cratfield : c. 300 Laxfield : c. 1,000 Monk Soham : c. 140 Tannington :c. 80 Wilby : 200+ Worlingworth : c. 900
Average Sunday Attendance	Bedfield St Nicholas : 4-15 Brundish St Lawrence : 3-10 Cratfield St Mary the Virgin : 6-14 Laxfield All Saints : 9-29 Monk Soham St Peter : 4-8

	<p>Tannington St Ethelbert : 4-16 Wilby St Mary : 7-12 Worlingworth St Mary : 13-18</p> <p>Festival services – attendance much higher in all churches</p>
Parish Share	<p>2021 £47,992 71.59% 2020 £36,081 52.78% 2019 £62,645 96.16% 2018 £60,930 98.21%</p>
Expenses	Reimbursed in full
Resolutions	None
Church Tradition	Middle of the road CofE with a range of worship styles
Pastoral re-organisation	There may be pastoral reorganisation within the next five years which may impact the benefice.
Presence of other Christian denominations	Baptist church in Laxfield
Presence of other faith communities	None