



Role description signed off by: Archdeacon of Sudbury

Date: August 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	Horringer
Deanery	Thingoe
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 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 school. 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.
It is expected that you will help start two new worshipping communities in the parish/benefice within the first five years of the post, as part of the <i>Growing in God</i> strategy.

3 Key contacts	
Generic	
Bishops	The Deanery Chapter & Synod
The Archdeacon	The Churchwardens
The Rural Dean	The Lay Chair
The PCCs	Headteachers
Specific	
Ordained and lay colleagues (those holding the Bishop's licence, office holders and administrative staff)	
Aspirational	
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	

<p>Patrons The Bishop of St Edmundsbury and Ipswich The Diocesan Board of Patronage</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 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>Brockley Horringer cum Ickworth Hawstead Nowton Westley Whepstead</p>
<p>Churches</p>	<p>Brockley, St Andrew – Grade II Horringer cum Ickworth, St Leonard – Grade II Hawstead, All Saints – Grade I Nowton, St Peter – Grade II Westley, St Mary – Grade II Whepstead, St Petronilla – Grade II</p>
<p>PCC</p>	<p>The PCCs seek to work together, to be supportive and effective in mission and growth.</p>
<p>Schools and Colleges</p>	<p>Ickworth Park Community Primary School</p>
<p>Churchwardens</p>	<p>Brockley, St Andrew : 2 Hawstead, All Saints : 0 Horringer cum Ickworth, St Leonard : 2 Nowton, St Peter : 2 Westley, St Mary : 2 Whepstead, St Petronilla : 2</p>
<p>Ministers</p>	<p>Lay Elders – 3 Reader – 1</p>

Buildings	n/a
Churchyards (Open or closed)	Brockley, St Andrew – open Hawstead, All Saints – open Horringer cum Ickworth, St Leonard – open Nowton, St Peter – open Westley, St Mary – open Westley, St Thomas a Beckett – closed Whepstead, St Petronilla – closed
Population	Brockley – 324 Hawstead – 299 Horringer cum Ickworth – 1,020 Nowton – 127 Westley – 180 Whepstead – 518
Average Sunday Attendance	Brockley – 12 Hawstead – 8-10 Horringer cum Ickworth – 20-22 Nowton – 10-15 Westley – 15-20 Whepstead – 10-20
Parish Share	2023 : £63,000 – 92.22% Received (£58,100) 2022 : £68,474 – 90.62% Received (£62,050) 2021 : £54,328 – 100% Received
Expenses	Reimbursed in full
Resolutions	n/a
Church Tradition	Central
Pastoral re-organisation	n/a
Presence of other Christian denominations	Baptist Chapels in Whepstead and Brockley
Presence of other faith communities	