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**Role Descriptions for the Post of**

**Rector of the Bungay Benefice**

Comprising Holy Trinity with St Mary’s Bungay,

Most Holy Trinity Barsham with Shipmeadow

and All Saints Mettingham

including the Lightwave Rural Hub

“Bungay and Beyond”

Role descriptions signed off by: Archdeacon of Suffolk & Archdeacon for Rural Mission Date: September 2024

To be reviewed 6 months after commencement of the appointment with both the Archdeacon of Suffolk and the Archdeacon for Rural Mission and at each Ministerial Development Review, alongside the setting of objectives.

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| **Details of Post** |  |
| Role title | Rector of the Bungay Benefice |
| Name of Benefice | Bungay |
| Deanery | Waveney and Blyth |
| Archdeaconry | Suffolk |
| Nature of post | Full time stipendiary post on Common Tenure |
| *Initial point of contact on terms of service* | Archdeacon of Suffolk |



**A mixed ecology ministry**

The vision is for the post-holder to combine the work of a parish-priest with the oversight of the Lightwave Rural Hub at Bungay, which makes new disciples and creates Christian community for and with people who were not previously part of any church. The creative and natural synergy between these aspects of the role will be found in:-

* the focus on prayer for the flourishing of the whole area and growth of new disciples
* opportunities for mission which arise naturally for the priest-in-charge of a market town, which draws people from its wider rural hinterland
* the heart of local church members to share the love of Christ in their local communities
* particular opportunities to develop a new approach to connect with young people through local schools
* the desire of local church members to be equipped and released for ministry and mission through the resources and small groups of the Lightwave community
* the strong missional focus and desire of the Waveney and Blyth Deanery and the desire of other churches especially those in the neighbouring benefice of the Saints, with which there is a special relationship
* the recognised need to build Christian mission and community to flourish and be sustainable for decades to come

**A NOTE ON BUILDING FINANCIAL SUSTAINABILITY**

In the last 4 years, half the stipend for this post was been funded through the SDF grant for for growing new disciples.

We believe that the combined Benefice and Lightwave hub have the potential to become financially sustainable in the support of this whole time post in the long term. To help build financial sustainability and stewardship, the Diocese and Growing in God in the Countryside Project can help by

* Support from Diocesan Stewardship Team (eg encouraging parish giving scheme and contactless giving).
* Some SDF funding reserved to buy in expertise to help you to develop new funding streams through grants and social enterprise and bridge the gap there might be until the post is fully funded through parish share.

**Role description: Rector of the Bungay Benefice**

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| **1 Details of role** |  |
| Role title | Rector |
| Name of Benefice | Bungay |
| Deanery | Waveney and Blyth |
| Archdeaconry | Suffolk |
| *Initial point of contact on terms of service* | Archdeacon of Suffolk |

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| **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 as the incumbent of 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 oversight role, working collaboratively with the ministry teams to enable effective and fruitful ministry across the whole benefice. |
| Working with the parishes and the hub, to develop a shared vision and plans for Growing in God; encourage lay ministry; 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 in creating clear discipleship pathways for 0-18s. |
| 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 of the town and villages of the benefice. |
| To work collaboratively with colleagues and people of the neighbouring benefice of the Saints, to encourage mutual flourishing and mission. |
| Support and collaborate with the Lightwave Rural Hub Team as it shapes this fresh expression of Church with its special focus on children, young people and families and oversee the work of the Associate Minister who is the Hub Leader. |
| Enable complementary discipleship pathways for people to move from connection, to exploration, to commitment as disciples (including both parish activities and Lightwave groups). |
| Facilitate the Hub team to work collaboratively with other churches in the deanery, especially the Saints Benefice. |
| Facilitate the integration of the Rural Hub congregation as part of the Bungay Benefice family of churches, so that together they become sustainable in terms of future growth, leadership and finance. |

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| **3 Key contacts** |
| **Generic within the church context**  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)  The priest in charge of The Saints Benefice |
| **External/Community links**  Parish councils  School leaders  Other community groups including residential care homes  Ecumenical leaders |
| **Supportive**  The Archdeacon of Suffolk  Archdeacon for Rural Mission  The Rural Dean and Lay Chair  Diocesan Director of Mission and Ministry  Bishops’ Ministry Officer |
| **Patrons**  The Church Pastoral Aid Society  The Diocesan Board of Patronage  Mrs Dominique Bacon |
| **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. |
| 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. |
| 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. |

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| **4 Benefice Summary** | |
| **Parishes** | * Barsham with Shipmeadow * Bungay Holy Trinity * Mettingham All Saints |
| **Fresh Expressions of Church** | * Lightwave Rural Hub “Bungay and Beyond” |
| **PCC** | The PCCs seek to work together, to be supportive and effective in mission and growth. |
| **Schools and Colleges** | Bungay Primary School  Bungay High School and Sixth Form  Castle East School Bungay  St Edmunds RC Primary School |
| **Churchwardens** | * Barsham : Holy Trinity x 2 * Bungay : Holy Trinity with St Mary x 2 * Mettingham : All Saints x 2 |
| **Ministers** | Rector x 1  Associate Minister x 1  PTO x 4 |
| **Buildings** | * Barsham : Holy Trinity – Grade 1 * Bungay : Holy Trinity with St Mary – Grade 1   Mettingham : All Saints – Grade 1 |
| **Churchyards**  (Open or closed) | * Barsham : Holy Trinity : Open * Bungay : Holy Trinity with St Mary : Open (due to be closed) * Mettingham : All Saints : Open |
| **Population** | * Barsham with Shipmeadow: 350 * Bungay : 5100 * Mettingham : 211 |
| **Average Sunday Attendance** | * Barsham : Holy Trinity : 33 * Bungay : Holy Trinity with St Mary : 40 * Mettingham : All Saints : 6 |
| **Parish Share** | 2019 £32,500 50%  2018 £34,500 53%  2017 £34,000 55% |
| **Expenses** | Reimbursed in full |
| **Resolutions** | Barsham PCC have passed a resolution under the House of Bishop’s Declaration on the Ministry of Bishops and Priests |
| **Church Tradition** | Bungay - Central  Barsham – High Anglican  Mettingham - Central |
| **Presence of other Christian denominations** | Methodist  URC  Roman Catholic  Russian Orthodox |
| **Presence of other faith communities** |  |

**QUALITIES AND EXPERTISE**

**Role-Related Personal Qualities**

* Person of prayer with a mature and well developed devotional life, committed to personal discipleship and growth.
* Values community as the context for Christian growth and evangelism and embraces the Suffolk Fresh Expressions Community Values - All Involved, Becoming Disciples, Creating Community, Doing Evangelism, Encountering God.
* Willingness to take risks and show courageous faith.
* Maturity and robustness to face the demands of pioneering mission and ministry.
* Enthusiastic about evangelism and mission in the countryside.
* Generous hearted. Lays aside personal preference for the sake of the community being served, caring, approachable and fun.

**Knowledge and Experience**

* Demonstrable track record of innovation or turn-around.
* Experience of leading fruitful mission, evangelism and church growth.
* Experience of fruitful work in a mixed economy context on the tension between new and old.
* Experience of leading and multiplying small missional groups.
* Demonstrable experience of identifying and investing in future pioneering leaders.
* Interprets the Bible contextually and articulates how missional ministry is shaped by culture and context.
* Understanding of the worldviews and mind sets of people outside the church.
* Experience of financial planning and fundraising.

**Skills and Abilities /Aptitudes**

* Ability to communicate the faith effectively to those outside the church (able to give examples.)
* Gifted to help in forming individuals as missional disciples of Jesus (able to give examples.)
* Ability to release and equip others for pioneering ministry.
* Ability to supervise and train leaders of small missional ecclesial groups.
* Able strategic leader who can translate vision into a plan
* Ability to communicate clearly and attractively about the vision and practice of Lightwave to local church leaders and members, seeking creative synergies.

**PERSONAL DEVELOPMENT, TRAINING AND SUPPORT**

We will give priority to your personal discipleship and growth as a Christian leader. There will be encouragement to prioritise spiritual disciplines including sabbath disciplines of rest, worship and celebration.

Particular training and support includes:-

* Opportunity to undertake the Suffolk Ministry Development Programme
* Opportunity for training in Oversight Ministry with Myrriad
* The opportunity to have a mentor or companion
* Potential Learning Community to be developed for Rural Resourcing Churches
* Lightwave training for leaders and supervisors

We will also constantly review together how the central project team can support the Bungay hub and in its mission and you as leader and priest-in-charge.