



THE CHURCH  
OF ENGLAND

**Diocese of St Edmundsbury  
and Ipswich**

Role description signed off by: Archdeacon of Sudbury      Date: November 2022

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

<b>1 Details of post</b>	
Role title	Rector (0.75 stipend)
Name of benefice	Rougham, Beyton with Hessett, and Rushbrooke
Deanery	Lavenham
Archdeaconry	Sudbury
<i>Initial point of contact on terms of service</i>	The Ven Dr David Jenkins Archdeacon of Sudbury

<b>2 Role purpose</b>
<b>General</b>
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 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.
<b>Schools</b>
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. The Benefice includes Rougham Primary a CofE school.
<b>Specific tasks and responsibilities</b>
Develop and exercise a local 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 town and villages of the benefice.

<b>3 Key contacts</b>
<b>Generic</b> The PCCs The Deanery Chapter & Synod The Church Wardens The Archdeacon of Sudbury The Rural Dean and Lay Chair The Diocesan Director of Mission and Ministry The Archdeacon for Rural Mission
<b>Specific</b> Ordained and lay colleagues (those holding the Bishop's licence, office holders and administrative staff).
<b>Aspirational</b> An incumbent who would wish to show a high level of visibility within our villages.

<p><b>Supportive</b>  The Archdeacon of Sudbury, 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  Archdeacon for Rural Mission</p>
<p><b>Patron</b>  The Bishop of St Edmundsbury and Ipswich (the Bishop is the lead patron this time)  The Martyrs Memorial and Church of England Trust (CPAS)  The Lord Chancellor on behalf of the Crown</p>
<p><b>Role context and any other relevant information</b>  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>

<b>4 Benefice Summary</b>	
<b>Parishes</b>	Rougham Beyton and Hessett Rushbrooke
<b>Churches</b>	Rougham : St Mary – Grade I Beyton : All Saints – Grade II* Hessett : St Ethelbert – Grade I Rushbrooke : St Nicholas – Grade I
<b>PCC</b>	The PCCs seeks to work together, to be supportive and effective in mission and growth.
<b>Schools and Colleges</b>	Rougham CE Primary School Thurston VI <sup>th</sup> Form College (in Beyton)
<b>Churchwardens</b>	Rougham : St Mary x 2 Beyton with Hessett: All Saints / St Ethelbert x 2 Rushbrooke : St Nicholas
<b>Ministers</b>	Lay Elders x 4 Reader x 1 Retired SSM with PTO x 1 AOP Ordinand (to be ordained deacon) in June 2023) x 1

<b>Buildings</b> (that the PCC are responsible for)	
<b>Churchyards</b> (Open or closed for burial)	Rougham : St Mary – open Beyton : All Saints – open Hessett : St Ethelbert – open Rushbrooke : St Nicholas – open
<b>Population</b>	Rougham : 1,250 Beyton : 700 Hessett : 475 Rushbrooke 65 (1,200 homes under construction just outside the parish)
<b>Average Sunday Attendance</b>	Rougham : St Mary Beyton : All Saints Hessett : St Ethelbert Rushbrooke : St Nicholas
<b>Parish Share</b>	2022 : £63,159 Target - £40,118 Received (63.52%) 2021 : £60,170 Target - £35,000 Received (58.17%) 2020 : £61,496 Target - £38,000 Received (61.79%)
<b>Expenses</b>	Reimbursed in full.
<b>Resolutions</b>	n/a
<b>Church Tradition</b>	Open to whomever the Holy Spirit sends.
<b>Pastoral re-organisation</b>	n/a
<b>Presence of other Christian denominations</b>	Bradfield and Rougham Baptist Church
<b>Presence of other faith communities</b>	