



Role Descriptions for the Post of Priest in Charge of the Bungay Benefice

Comprising Holy Trinity with St Mary's Bungay,
Holy Trinity Barsham with Shipmeadow and All Saints Mettingham
&

Pioneer Leader of the Bungay Lightwave Rural Hub

Role descriptions signed off by: Archdeacon of Suffolk & Archdeacon for Rural Mission
Date: November 2020

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.

Details of Post	
Role title	Priest in Charge of the Bungay Benefice & Pioneer Leader of the Lightwave Rural Hub
Name of Benefice	Bungay
Deanery	Waveney and Blyth
Archdeaconry	Suffolk
Nature of post	Full time stipendiary post on Common Tenure. Initially for three years with the intention to renew.
<i>Initial point of contact on terms of service</i>	Archdeacon of Suffolk



Two role descriptions – One ministry

The vision is for the post-holder to combine the work of a parish-priest with the establishing of 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 roles 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

At the time of forming this new post, the Benefice is paying £32,500 in parish share. Half the stipend for this post has been funded through the SDF grant for the first 4 years and is specifically 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. By the end of 2024, we are seeking that there has been substantial progress on making the post sustainable through the direct giving of those who are members of the congregations and Lightwave groups. It is recognised that new Christians may be not yet giving at a rate which makes this post sustainable and that therefore the post may not be fully sustainable through giving alone, in that time. To help build financial sustainability and stewardship, the Diocese and Lightwave Community 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.
- Some SDF funding reserved for a part time youth missionary or other minister to help grow disciples and establish the Lightwave hub, alongside the leader and curate.

The Diocese, Deanery and parishes of the Benefice are delighted by the possibilities of this new post to grow new disciples and be a blessing to the whole area.



Role description: Priest in Charge of the Bungay Benefice

1 Details of role	
Role title	Priest in charge (0.5)
Name of Benefice	Bungay
Deanery	Waveney and Blyth
Archdeaconry	Suffolk
<i>Initial point of contact on terms of service</i>	Archdeacon of Suffolk

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 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 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 parishes of the benefice.

To work collaboratively with colleagues and people of the neighbouring benefice of the Saints, to encourage mutual flourishing and mission.

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 Bernadette Suckling

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.

4 Benefice Summary

Parishes	Barsham with Shipmeadow Bungay Holy Trinity Mettingham All Saints
Churches	Barsham : Holy Trinity – Grade 1 Bungay : Holy Trinity with St Mary – Grade 1 Mettingham : All Saints – Grade 1
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 St Edmunds RC Primary School
Churchwardens	Barsham : Holy Trinity x 2 Bungay : Holy Trinity with St Mary x 1 Mettingham : All Saints x 2
Ministers	Rector x 1 PTO x 8 Elders x 7
Buildings	Benefice office in Rectory front garden, Bungay
Churchyards (Open or closed)	Barsham : Holy Trinity : Open Shipmeadow : partially open Bungay : Holy Trinity with St Mary : Open for ashes Mettingham : All Saints : Open
Population	Barsham with Shipmeadow : 350 Bungay : 5,127 Mettingham : 211
Average Sunday Attendance	Barsham : Holy Trinity : 33 Bungay : Holy Trinity with St Mary : 50 Mettingham : All Saints : 6
Parish Share	2019 £32,500 50% 2018 £34,500 53% 2017 £34,000 55%
Expenses	Reimbursed in full



Resolutions	Barsham has passed a resolution for alternative episcopal oversight
Church Tradition	Bungay – Traditional/modern Anglican Barsham – High Anglican Mettingham – Traditional/modern Anglican
Pastoral re-organisation	The benefice has been suspended to enable this innovative appointment, part funded by Strategic Development Fund. The hope and intention is that the post will become sustainable as a full-time priest in charge post, through the benefice’s parish share, when the SDF funding ends in about four years.
Presence of other Christian denominations	Methodist/URC Roman Catholic Orthodox
Presence of other faith communities	

Role Description - Pioneer Leader for Lightwave Rural Hub

DETAILS OF ROLE

Role within this combined post	Pioneer Leader for the Bungay Lightwave Rural Hub (0.5)
Area covered	The rural areas around Bungay especially the deanery of Waveney and Blyth
As Pioneer Leader for Rural Hub, reporting to	Archdeacon for Rural Mission

PURPOSE OF ROLE

The purpose of this part of the post is to

- a) Develop a new Lightwave rural hub in Bungay with a special focus on currently unchurched younger generations who live or work in rural areas. In order to do this the post holder will engage in missional listening and consultation to identify the mission shape needed. They will develop and lead a pioneering team.
- b) Actively and prayerfully share the leadership of Lightwave (the Suffolk Fresh Expressions Community) as it develops working closely with the Archdeacon for Rural Mission and other Rural Resourcing Church planters. This will particularly involve developing strategies for community engagement through small missional groups in the deanery of Waveney and Blyth and other parts of rural Suffolk.

KEY CONTACTS

Key contacts start with those which will be formed with people outside the church including especially community leaders and those exploring faith. Ordained and lay leaders within the

Diocese, especially those from the Lightwave Community, the Archdeaconry of Suffolk, the Waveney and Blyth Deanery and the Bungay Benefice will be key partners and supporters in this pioneering mission work.

SPECIFIC TASKS AND RESPONSIBILITIES

Rural Lightwave Hub

- Work with the team at Bungay to shape a new Rural Hub Church with a special focus on currently young adults, youth and families.
- Create appropriate discipleship pathways for people to move from connection, to exploration, to commitment as disciples (normally through Lightwave groups).
- Plant/ facilitate the planting of Lightwave groups and the development of new leadership for them (indicative expectation to establish around 20 of these groups associated with this rural hub in the next 4 years).
- Work collaboratively and cooperatively with other churches to enable disciple-making mission across the whole area, especially with the Saints Benefice (indicative expectation of around 400 new disciples in the next 4 years).
- Be the training incumbent for a pioneer curate to be located at the Lightwave Rural Hub from June 2022.
- Develop 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.

NB – The indicative figures above come from the Project plan from the SDF-funded project which has the goal of 1500 new disciples formed through at least 60 Lightwave groups by 2025. (A copy of the original plan can be found with other background information about the Lightwave Community at www.light-wave.org/vacancies.) It is recognised that we are engaged in God's work and that the post holder and all those ministering in and through the Rural Hub will hold indicative goals sensitively, always attending to what God is doing and the doors He is opening up for the gospel.

Leadership in the county-wide Lightwave Community

- Pray regularly for the county-wide Lightwave Community and its members, needs and its growth.
- Actively play a full part in the Lightwave community leadership team across the county (eg monthly team meeting and working with the BMO Council).
- Coach leaders of Lightwave groups and support or facilitate the North Suffolk learning community for Lightwave group leaders.
- Help to facilitate and teach on new church-planting training and Mission Shaped Ministry (MSM) flexi.

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 (You will need to review indicators and evidence of progress and to adjust plans as needed for both growth in discipleship and ongoing financial sustainability of the Lightwave Hub).
- 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

The Archdeacon for Rural Mission will meet with the post-holder at least monthly for mutual encouragement, support and accountability. This will usually be on the same day as the Lightwave staff team meeting so that you can meet with them.

Other training and support includes:-

- The opportunity to have a church-planting mentor or companion
- The Suffolk formational community for church-planters
- Opportunity to attend national training such as the Church planting Course at Centre for Church Multiplication
- National Learning Community to be developed for Rural Resourcing Churches
- Lightwave training for leaders and supervisors



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. 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.