



THE CHURCH
OF ENGLAND

**Diocese of St Edmundsbury
and Ipswich**

Role description signed off by: Archdeacon of Sudbury

Date: October 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	Rector
Name of benefices	Needham Market with Badley
Deanery	Gipping Valley
Archdeaconry	Sudbury
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>	Archdeacon of Sudbury, The Ven David Jenkins Archdeacon for Rural Mission, The Ven Sally Gaze

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 together as the Rector to this parish, 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 PCC 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, especially St Gregory CEVC School and Tudor Road CEVC Primary. 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.
Develop Lightwave groups with one or more new mission initiatives/fresh expressions of Church with a intention of growing new disciples.
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.
Contribute to community life throughout the benefice.

3 Key contacts
Generic The PCC 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) Reader Members and Leaders of the Lightwave Community (Diocesan wide Bishops Mission Order and CIO)

<p>Aspirational To develop further relationships with the Town Council, local voluntary groups and businesses to establish mission links.</p>
<p>Supportive The Archdeacon, who will review this role description with you when you are six months into post. The Rural Dean and Lay Chair The Archdeacon for Rural Mission Diocesan Director of Mission and Ministry</p>
<p>Patrons Diocesan Board of Finance on trust for the Parochial Church Council</p>
<p>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.</p>

4 Benefice Summary	
Parishes	St John the Baptist Needham Market with Badley St. Mary, Bradley, is in the care of the Churches Conservation Trust
Churches	St John the Baptist Needham Market: Grade I
PCC	The PCCs seek to work together, to be supportive and effective in mission and growth.
Schools and Colleges	Bosmere Community Primary
Churchwardens	St John the Baptist Needham Market x 2
Ministers	Reader x 1
Buildings (that the PCC are responsible for)	The Church The Ark (Parish rooms) The Cottage (Small cottage rented out for business use)

Churchyards (Open to burials)	St John the Baptist Needham Market:
Population	Needham Market: 4,528 Badley: c.100
Average Sunday Attendance	St John the Baptist Needham Market: 30-35 plus 'streamed' congregation
Parish Share	2021 £50,000 76.31% 2020 £53,000 79.28% 2019 £50,500 78.86%
Expenses	Reimbursed in full
Resolutions	None passed
Church Tradition	Central
Pastoral re-organisation	None pending
Presence of other Christian denominations	Methodist/URC LEP Free Church Chapel
Presence of other faith communities	No significant communities