

# Mission Enabler for Harrington and Distington, and St Mary, Westfield

## ROLE DESCRIPTOR

PART 1

JOB TITLE: Mission Enabler (0.5FTE)
REPORTS TO: Rector of Harrington and Distington and Workington Mission Community Leader (line manager of post) and accountable to the Diocesan Mission and Ministry, Support and Innovation Team and Project Management Office for the delivery and quality of key outputs and outcomes.
PURPOSE OF ROLE: In collaboration with the Rector of Harrington and Distington and Workington Mission Community leader: <ul style="list-style-type: none"><li>• Develop Creative Mission in the Parishes and wider Mission Community, including the development of new worshipping communities inspired by the models of faithful improvisation, pioneering and mixed ecology which proactively supports the delivery of The Cumbrian Way diocesan programme outcomes.</li><li>• Enable local leaders from all ages and stages of faith representing the diversity of residents across the Parishes and Mission Community to respond creatively to the mission of God furthering their calling and vocation.</li><li>• Seek out opportunities across the Mission Community to connect parish, pioneering and planting to see new things develop in sustainable and rooted ways.</li></ul>
KEY ACCOUNTABILITIES: <ul style="list-style-type: none"><li>• Enable the development and sustainability of a variety of new worshipping communities across the Parishes, including developing imaginative and contextual worship.</li><li>• Lead and advocate for a missional entrepreneurial approach that supports further creative projects and the sustainability of the model of ministry in these Parishes.</li><li>• Lead the embedding of Creative Mission across the Parishes and Mission Community</li><li>• Lead and promote collaborative ways of working including the use of the garden planner for local strategic planning for mission.</li><li>• Develop opportunities and regular rhythms of events within the Mission Community calendar that make full use of creativity in all its breadth.</li><li>• Working with local clergy, lead the development of a local vocations pipeline and effectively identify potential leaders from of people from all ages, abilities and backgrounds encouraging and equipping them in line with their God-given vocation.</li><li>• Work in partnership with the Diocesan Mission and Ministry, Support and Innovation team including promoting and encouraging the engagement with lay pathways and formation for both whole life discipleship and a breadth of leadership roles.</li><li>• Enable and support new people to engage with the wider pioneering and planting network within the Diocese and ecumenical partners who support Creative Mission.</li><li>• Work collaboratively with the Project Management Office in the monitoring of key outputs and outcomes which seek to demonstrate the desired missional impact.</li><li>• Provide guidance, support, development and chaplaincy to all those involved in the growth of new worshipping communities across the Parishes.</li><li>• Lead and encourage the development of connections in and between current and emerging new worshipping communities.</li></ul>

- Become a storyteller across the Parishes and Mission Community for those you work amongst, and champion their voice across the wider Deanery and Diocese.
- In all areas of responsibility, ensure best practice and policy compliance in the key areas of safeguarding and health and safety under the governance of the Parishes.
- To undertake other duties that, from time to time, may be required.

FINANCIAL IMPACT (How much and for what)

DIRECT: n/a

INDIRECT: n/a

NUMBER OF DIRECT REPORTS: 0

NETWORK (Key people with whom the role liaises and for what purpose)

Parish of Harrington and Distington, Parish of Westfield, Workington Mission Community, Workington Deanery, Rural Dean, Archdeacon, Ecumenical partners, local lay leaders, Diocesan networks – especially Missional Revitalisation (Creative Mission).

<b>ESSENTIAL CRITERIA</b>	<b>DESIRABLE CRITERIA</b>
<b>TECHNICAL COMPETENCE</b>	
<b>Skills &amp; Qualifications</b>	
<p>Theological and missiological qualification at level 4 or above or equivalent experience.</p> <p>English language GCSE at Grade C/4 or above.</p> <p>Adept at using Microsoft Office 365 suite of applications.</p>	<p>Educated to degree level in theology, missiology or another subject.</p>

**Knowledge and Experience**

Experience of leading and developing new worshipping communities/fresh start pioneering contexts which has creative mission at their heart.

Demonstrable understanding of working in the Church of England and ecumenical contexts.

A proven track record in working with local people and communities who have a breadth of social, health and economic needs.

Experience of identifying, developing and mentoring leaders and volunteer teams.

Experience of supporting and enabling others to access and engage with training and teaching pathways.

Experience of curating and enabling creative worship and discipleship in a variety of contexts.

Experience of leading missional entrepreneurship towards the development of projects and/or in enabling others.

Experience of working in training or facilitation of adult education.

A varied background in an area of work, skill, craft or knowledge that would allow natural connections to be made across the Mission Community.

## Behavioural Competence



### Personal Effectiveness

- A firm personal faith and spiritually mature.
- Able to relate generously and positively to those of theological traditions other than their own.
- Proven record of bringing projects to successful conclusion within timescales and with limited resources
- Provide energy and leadership within the context of enabling the leadership of others.
- Takes responsibility for own work ensuring the prioritisation of time for prayer, creativity and missional entrepreneurship.
- A commitment to continuing professional and personal development.

### Personal style

- A creative, imaginative and innovative approach which respectfully engages people and places in ways which honour and encourage established culture and church life.
- Personal commitment to growing a mixed ecology of church and faithful improvisation.
- A value-based commitment to collaborative working with the ability to effectively work in partnership with others.
- A resilient and solution focused approach to managing challenges which may occur.
- Enthusiastic about learning from others and own experience.

## Behavioural Competence

### Methods of working

- Organised and manages their time well.
- Self-motivated with an ability to time manage and effectively balance competing demands.
- Ability to work autonomously and manage own workload
- Enthusiastic about using IT to improve performance
- Work effectively to deliver project briefs
- Creative approach to delivering outcomes
- Open to balancing the both/and of outcomes and flexibility that faithful improvisation demands.

### People skills

- Professional, approachable, trustworthy and inspires confidence.
- Works well with others and able to build informal teams
- Encourages and equips others, spotting potential, providing opportunities and support for others to discover and develop gifts.
- Effective one to one coaching or mentoring skills.
- Forms strong partnerships with other individuals and organisations

### Communication

- A respectful, compassionate and inclusive approach to building relationships underpinned by a diverse and effective range of interpersonal skills.
- Highly effective in engaging stakeholders including church and community leaders
- Able to influence and challenge appropriately.

### Other

- Current active member in the life of a church that is in communion with Churches Together in England, with wholehearted willingness to serve under the authority of the Church of England.

<ul style="list-style-type: none"> <li>▪ Able to work flexible hours, including regular evening and weekend commitments.</li> <li>▪ Willingness to travel around the Diocese, with access to a vehicle for work purposes.</li> </ul>	
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Staff Benefits	
<b>Salary</b>	£36, 842 FTE
<b>Hours</b>	17.5 per week (0.5)
<b>Pension</b>	<p>A non-contributory, defined contributions scheme (employer's contribution is 15% of salary).</p> <p>An ordained candidate could choose to remain in the Church of England Clergy Pension Scheme.</p>
<b>Car</b>	mileage paid at 45ppm
<b>Office provision</b>	Office space in Church House, Penrith
<b>Working expenses</b>	<p>Funded as appropriate.</p> <p>Mileage (to places other than your Place of Work) paid at 45ppm.</p>
<b>Other benefits</b>	<ul style="list-style-type: none"> <li>▪ 34 days annual leave incl bank holidays pro rata</li> <li>▪ 35 hrs working week flexi-time system in operation</li> <li>▪ Time off in lieu of hours worked at evenings and weekends (there will be regular requirements to work outside normal office hours)</li> <li>▪ A smartphone with remote access to email</li> </ul>
	<p>Any offer of employment is subject to:</p> <ul style="list-style-type: none"> <li>• Two references (one must be current employer)</li> <li>• Health Check</li> <li>• Right to work check</li> <li>• Enhanced DBS check and Church of England Declaration form if applicable (if the DBS or declaration form are not completed the offer of employment will be rescinded)</li> </ul>

**NOTE** - This post is subject to an **occupational requirement** that the postholder be a **practicing Christian** under Part 1 of Schedule 9 of the Equality Act 2010.