



## The Anglican Diocese of Wellington and NZCMS are seeking to appoint the first Ethnic Communities Enabler (ECE)

Rapid social, technological and political changes in the world have acted as catalysts for migration and movement. New Zealand has increasingly become a multi-cultural society. About 25% of those living in New Zealand were born in other nations, and our close proximity and cultural makeup means our nation can be seen as a strategic gateway to Asia and the Pacific.

The Anglican Diocese of Wellington is seeking to build on its growing reputation for innovative approaches to mission. The mission of the Anglican Diocese of Wellington is to be a transformative, Kingdom of God movement of local faith communities. We care for the last, the lost, and the least. We are seeking someone to be part of what God is doing in the diverse and exciting cultural environment of the Wellington Diocese in order to see more followers of Jesus in ethnic communities while also increasing their representation and full participation in all parts of the Diocese and beyond.

This position aims to provide a tangible way of growing the Kingdom of God among ethnic communities in the Anglican Diocese of Wellington by identifying current communities and looking for opportunities for development and partnership. The creation of this new role of Ethnic Communities Enabler is the first step of this vision.

To see this vision fulfilled, the Diocese is partnering with the New Zealand Church Missionary Society. NZCMS is a mission organisation seeking to mobilise the Church in New Zealand for God's mission. We partner with individuals and churches who share a common vision, particularly Anglican churches. NZCMS is recognising the opportunities for cross-cultural mission within New Zealand and seeks to support the Church in New Zealand in growing in its passion and engagement for cross-cultural mission both locally and globally.

### The Purpose

The role's primary focus is to:

- increase the number of disciples of Jesus in ethnic communities
- support leaders within existing churches as well as fresh expressions of church
- develop closer mission partnerships with other ethnic congregations and explore opportunities for growth and partnership
- help parishes and ministry units to better reflect the ethnic identity of their communities
- help lay and ordained leadership in the Diocese to recognise the ethnic bias within themselves and their congregations in order to consciously engage with those at the fringes of their communities and help those groups to grow in culturally relevant ways.
- encourage the growth of participation in global mission.

## **Key Responsibilities:**

### **1. Research and training:**

- a. To head up a research project on evangelism and witness in a multi-cultural context
- b. Work with the Archdeacon of Mission and Ministry of the Wellington Diocese to design and deliver a programme of training in 'unconscious bias,' starting with Archdeacons and key Mission and Ministry staff and then rolling out the training to all Diocesan staff and all involved in appointments, leadership and governance
- c. Work with the Diocesan staff to embed learning about ethnic mission and ministry in all training and support programmes run by the Diocese, and develop a system for monitoring progress in this area. This includes attending all major Diocesan family events for training and networking purposes.

### **2. Strategy and Implementation**

- a. Develop strategy and implement plans that grows out of the Research Project outlined above
- b. Take the lead on implementation of the strategy and be appropriately agile and innovative in order to deliver outcomes
- c. Monitor and evaluate the strategy and document what is learned in the process.

### **3. Support for new and on-going mission initiatives**

- a. Offer mentoring and support to existing ethnic congregations' leaders, acting as a 'critical friend' and assisting them to flourish in ministry and play a full part in the life of the Diocese
- b. Encourage existing ethnic faith congregations, helping them to grow new disciples, nurture ministry leadership and develop mission partnerships
- c. Work with Diocesan colleagues raising more workers to support particular mission initiatives in the Diocese
- d. In collaboration with the Pioneer Development Team, to enable the growth of fresh expressions of church in ethnic communities in Wellington area and beyond
- e. To apply for grants to sustain local and national Ethnic Communities initiatives in mission, discipleship and vocations
- f. To develop resources for equipping Churches to engage in ministry to and with ethnic communities
- g. To support the Diocesan work related to refugees.
- h. Encouraging participation in global mission

### **4. Development of mission partnerships**

- a. To network with ethnic faith communities in the Diocese of Wellington and beyond, seeking wherever possible to develop relationships and encourage strategic partnerships
- b. To support Anglican clergy in the exploration of theological, ecclesiological and missiological questions raised by ethnic congregations
- c. To work with churches across the Diocese to grow relationships and links between diverse communities
- d. To grow links with mission agencies which are experienced in cross-cultural mission (especially NZCMS and the Anglican Missions Board) and leverage new resources for local and global mission in the Diocese of Wellington.

## Outcomes

The Ethnic Communities Enabler will help to grow the numbers of:

- Disciples of Jesus in ethnic communities
- Fresh expressions of church in ethnic communities in the Anglican Diocese of Wellington
- Mission leaders in ethnic congregations
- Ethnic Christian leaders involved in every sphere of the life of the Diocese
- Partnerships with ethnic churches
- Partnerships with other churches and mission organisations
- Workers/Churches engaging in global mission

## Requirements

<p><b>Previous experience</b></p>	<p>Substantial experience of leadership in a growing church or churches with the ability to impact wider society</p> <p>Substantial experience of working with ethnic communities</p> <p>A track record of leading change</p> <p>Experience of working with fresh expressions of church</p>	<p>Experience of holistic mission applied in multi-ethnic and multi-religious contexts</p> <p>Experience of working with people of other faiths</p>
<p><b>Knowledge and understanding</b></p>	<p>Has a heart to reach people from many backgrounds with the good news of God's grace</p> <p>A person who is able to relate well and work with Christians of all traditions.</p> <p>Theologically aware</p> <p>A good understanding of Anglican ecclesiology and the history of Anglican mission around the world</p> <p>Experience of designing, delivering, and coordinating relevant training and mentoring</p> <p>Demonstrable adeptness in accessing and communicating research and developing this into strategy</p> <p>A strategic thinker, able to develop, follow-through and monitor strategic plans</p>	<p>Theologically qualified to degree or post-graduate level. Evidence of disciplines of current reading and theological engagement</p> <p>Project management experience</p>

<b>Mission and evangelism</b>	<p>Familiarity with current thinking on evangelism, discipleship and fresh expressions of church</p> <p>A good communicator, comfortable using a variety of me</p>	<p>Ability to attract people to the Gospel and enable others to grow in confidence in sharing their faith</p> <p>Experience facilitating discipleship programme</p>
<b>Mission Leadership and Partnerships</b>	<p>A track record of encouraging and nurturing missional leaders</p> <p>Good networking skills that enable the growth of partnerships between churches</p>	<p>Recent experience of working with younger people, supporting them in leadership roles</p>
<b>Leadership and Teams</b>	<p>A team player, being able to manage teams effectively whilst understanding key priorities</p> <p>Experience of building teams within a discipling leadership framework</p> <p>Practical ability in enabling others to value diversity and positively transform their 'unconscious bias'</p>	
<b>Spirituality and Prayer Life</b>	<p>Loves the Lord Jesus and has evidence of a life dedicated to Jesus</p> <p>Has a desire to see God's people grow into Christ-like maturity</p> <p>A person of mature faith, able to watch over themselves and others</p> <p>The ability to be sustained in ministry through disciplines of prayer and study</p>	
<b>Personal style</b>	<p>Self-aware and mature</p> <p>Empathetic and approachable</p> <p>Able to see where change is required and challenge the status quo to achieve that change</p> <p>Emotionally resilient in a demanding role and a changing context</p>	

This role will also be subject to four 'check-ins' a year with the Bishops, Archdeacon for Mission and Ministry and NZCMS.

## Remuneration

The position holder receives a stipend/salary, allowances and other benefits. This is a full time three year fixed term position based in Wellington.

Please send your application to [steve@nzcms.org.nz](mailto:steve@nzcms.org.nz) with a CV, and a statement about your faith and personal approach to ministry. Only shortlisted candidates will be contacted.

Candidates will be interviewed on a rolling basis until the position is filled.

*Released: 7 July 2017*