

## Job Description: ME Mixed Ecology

<b>Salary</b>	£43,580 - £47,110 (Depending on experience)
<b>Grade</b>	Grade 4 – Senior Technical/Advisory
<b>Team</b>	Mission Enabler Team
<b>Line Manager</b>	Jens Mankel
<b>Matrix Manager</b>	NA
<b>Line Reports</b>	NA
<b>Contract Duration</b>	Permanent
<b>Contract Type</b>	Full time
<b>Contact with vulnerable groups</b>	Limited contact with Children/Vulnerable Adults
<b>DBS Check Requirement</b>	NA (Unless a clergy when a Bishop’s License is required)

### Background

Across the Church today there is growing conversation about what has come to be known as Mixed Ecology. The phrase describes a landscape in which inherited forms of church exist alongside newer expressions of Christian community, each serving different people while sharing a common mission. The vision of the CofE is a church where mixed ecology is the norm, where there is a more diverse expression of church life such as church plants, New Worshipping Communities (NWCs), on-line groups, chaplaincies and other new forms of ministry and community life. The CofE encourages the creation of “Greenhouses”, learning communities of people that birth “fresh expressions” of church in which a new evangelistically oriented group or community emerges from within a community context, operating alongside a parish church, and reaching the unchurched and de-churched.

‘Mixed ecology’ is a key priority of the Diocesan Vision of [‘Transforming Church, Transforming Lives’](#) (TCTL) and directly supports the TCTL emphasis on ‘Growing Disciples’, ‘Growing Diversity/Growing Younger’ as well as ‘Growing Community’. We have made good progress with our Mixed Ecology Strategy. Further investment in this area should significantly enhance the effectiveness of our diocesan strategy.

### Job Purpose

The Mission Enabler (ME) for Mixed Ecology plays a leading role in changing the culture of the diocese so that a mixed ecology of mission and ministry is increased and becomes the norm. The ME Mixed Ecology works across the diocese to inspire and support the missional efforts of our congregations, parish clergy and their teams (lay and ordained), enabling Mixed Ecology Learning Communities like ‘Greenhouse’ in each deanery. The role will include a focus on mixed ecology ministry among children, young people and families.

### Relationships:

#### Internal

- Mission Enabler Team
- Parish Coordination Team
- Mission Team
- Archdeacons
- Bishops Leadership Team

#### Parish facing

- Area Deans
- Incumbents and Parish Leadership Teams

## External

- National Strategy Unit & Advisors
- National FX and Pioneer Networks,
- National Missioners' Networks
- Representatives of organisations engaged in local projects

## Responsibilities

### Mixed Ecology

- To promote and foster the development of a mixed ecology approach to mission and ministry within the diocese;
- Advise church leaders as well as volunteers and their teams on the development, implementation, and growth of NWCs and Fresh Expressions of church as well as on the wider dynamics of a mixed ecology parish;
- To provide or signpost suitable training for churches, leaders & teams who seek to establish New Worshipping Communities;
- Accompany and support the New Worshipping Communities as they begin and develop, including developing deanery wide learning communities of practice.

### Growing Younger

- Promote the growth of faith formation and discipleship of children, young people and adults by encouraging Parishes to engage in a mixed ecology approach to mission and ministry;
- Collaborate with the ME Children and Families in helping our parishes to become more diverse by focussing on growing younger;
- To provide advice and support to New Worshipping Communities and Fresh Expressions of Church, particularly those that include Children and Families;
- To provide support for leaders of community outreach groups (e.g. Messy Church, Bubble Church, Forest Church etc.) on their way to becoming worshipping communities.

### Parish Needs Process (PNP)

- To facilitate and support the Parish Needs Process (PNP) by ensuring that parish priorities are identified, reflected in well-documented Church Development Plans (CDPs) that clearly articulate anticipated outcomes and the needs (resources and services) to support its implementation;
- To provide consultancy services to parishes on the development and fulfilment of their ministry plans for Fresh Expressions of Church and New Worshipping Communities (NWCs) as allocated by the Parish Coordination Team;

### General

- To be a proactive member of the Mission Enabler team and contribute to the life and work of the diocese as a member of the Mission Team.
- To keep up to date with the latest safeguarding policies and best practices.
- To be a reflective practitioner and be attentive to the changing patterns of mission and church growth.
- To maintain relationships with the National FX and Pioneer Networks, National Missioners' Network and stay up to date with learning and best practices.
- To carry out duties in line with DBF's policies and procedures, including safeguarding, data protection, health and safety and equal opportunities.

This job description is issued as a guideline to assist you in your duties; it is not exclusive or exhaustive. Due to the evolving nature and changing demands of our service to the diocese this job description may be regularly reviewed to ensure it is an accurate representation of your post. You may, on occasions, be required to undertake additional or other duties as may reasonably be expected within the scope and grading of the post and according to the needs of the Organisation.

## Person Specification: ME Mixed Ecology

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Educated to degree level, or equivalent.</li> <li>• Evidence of continuing learning and development, whether through formal course participation or self-directed learning</li> </ul>	<ul style="list-style-type: none"> <li>• Theologically educated</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of leading and facilitating workshops, large and small group sessions.</li> <li>• Experience in starting or developing a Fresh Expression/New Worshipping Community that included Children and Families, e.g. Messy Church, Forest Church, Tots Praise etc.</li> <li>• Experience in leading intergenerational activities or services.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of guiding a variety of churches through a mission planning process.</li> <li>• Experience of developing toolkits.</li> </ul>
<b>Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• A knowledge of the Church of England, its organisation, governance structures and leadership of parishes.</li> <li>• Knowledge of Mixed Ecology of mission and ministry within the parish and Fresh Expressions theory and practise.</li> <li>• A knowledge of the issues facing children and families, personally and pastorally.</li> <li>• Ability to build and sustain strong working relationships with teams and individuals from a diverse range of backgrounds and traditions</li> <li>• Strong planning, organisational and administrative skills</li> <li>• Ability to handle a diverse workload, adhering to agreed timelines</li> <li>• Strong facilitation skills.</li> <li>• Excellent communication skills, both verbal and written.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of an intergenerational approach to evangelism and discipleship.</li> </ul>
<b>Personal</b>	<ul style="list-style-type: none"> <li>• <b>This role carries an occupational requirement to be a practising Christian in accordance with the Equality Act 2010</b></li> <li>• A personal, mature and growing faith in the God and Father of our Lord Jesus Christ</li> <li>• Be comfortable working across a variety of different church traditions and personalities.</li> <li>• A high level of integrity and discretion, and ability to handle confidential information with diplomacy and sensitivity.</li> <li>• A warm and open demeanour, presenting</li> </ul>	

a professional and positive image at all times

- A willingness to work flexibly, including at weekends, where required to facilitate vision days
- An ability to travel around the diocese, with a full driving licence