



Diocesan Missioner

The Diocese of Toronto is seeking a full-time Missioner to build awareness and capacity for missional opportunities and initiatives within the Church. This position is a 3 year contract role. We are seeking a risk taker, who can generate ideas, knows how to measure success, learns from failures, advocates for change in a system, and understands their role as a servant of the Church. Candidates must be collaborators who know when to lead, follow, share, encourage, educate, help imagine, and be practical. The Missioner will continue to change the culture of the Diocese and needs to be actively engaged both with the structures of the Church and on the ground.

There's a strong sense of possibility brewing in this Diocese. We want and need new expressions of Church not as a final destination, but as a journey we travel together. We need someone to lead us in the successes and failures on this journey, to be a mentor and a coach, and to expand our vision of missional ministry.

The Diocesan Missioner will report to and be accountable to the Diocesan Bishop. As a member of The Bishop's office, the Missioner will work closely with the College of Bishops, Congregational Development team, Diocesan leadership, the clergy and parish leadership. This opportunity is equally available to lay and ordained candidates.

In addition to the required skills and experiences, what are your gifts, talents, and experiences that make you uniquely qualified? How does this role fit with your vocation in the Church?

About the Anglican Diocese of Toronto

The Diocese of Toronto, founded in 1839, is largest diocese in the Anglican Church of Canada by population and membership. Nearly 5 million people live here, 376,000 of whom identify as Anglicans. There are about 54,000 people on our parish rolls. With 200+ congregations, the Diocese stretches over 26,000 square kilometers of urban, rural and suburban communities. Our work is rooted in the [Five Marks of Mission](#) of the Anglican Communion. We value faith, compassion, collaboration, accountability, and boldness. The Missioner needs to embody these values in word and action. For more information on the Diocese, its ministry, mission, vision, core values, and strategic priorities, please refer to <http://www.toronto.anglican.ca/about-the-diocese>.

We're home to many culturally diverse and language-based congregations, including Chinese, Filipino, Hispanic, Japanese and Tamil. Our Anglican communities include parishioners from Africa, the Caribbean, Europe, India, the Middle East, Pakistan, Sri Lanka and many other parts of the world. Liturgically, our Diocese has a wide range of expression, from traditional and contemporary to charismatic, evangelical and Anglo-Catholic. You'll also find several "fresh expressions" of Church. Watch this video to learn how people across our Diocese are Reimagining Our Church in the Public Square: https://youtu.be/VG8hj_SNxN4.

The land on which we gather is the traditional territory of the Huron-Wendat, Haudenosaunee, Anishinabek, Odawa, Mississaugas of the New Credit, Mississaugas of Scugog, Hiawatha, Curve Lake and Alderville First Nations, and the Métis Nation. It was the subject of many treaties and covenants. Today, Toronto is home to Indigenous people from across Turtle Island. We are grateful for the opportunity to gather on this territory and work in this community.

Role and Responsibilities:

The Missioner will be responsible for:

- Assessing and recommending promising opportunities for mission, identifying reboot and church plant sites, and to envision, plan and operationalize new missional expressions.

- Keeping abreast of missional developments within the Church, nationally and internationally, and introduce this information to expand our capacity to plant and reboot churches and develop new missional expressions of ministry.
- With the College of Bishops, Congregational Development, and Diocesan leaders, help develop a longer-term vision for church planting and rebooting in the Diocese.
- Identifying and recruiting potential missional leaders, both lay and ordained.
- Coaching and mentoring missional leaders, both lay and ordained, providing advice, encouragement, and appropriate pastoral care.
- Support the establishment and functioning of missional project steering teams. Coach and mentor these teams, providing advice, training, expectation management, and evaluation tools/processes. Work with the Congregational Development staff team and the Innovative Ministry Centre to design and deliver continuing education and training events for clergy and congregational leaders.
- Work with the Congregational Development staff team to coach, educate, and support the legacy leadership in church reboots and parish-based missional ministry developments.
- Working with the Project Enabling and Monitoring Group (PEMG), give guidance to parishes and steering teams making missional grant applications, and resource diocesan working groups/teams supporting the development and evaluation of grants for missional ministries.
- Communicate and advocate for the vision, plan, and goals for missional ministry within the Diocese.
- Advocate for infrastructures and systems necessary to support missional activity in the Diocese of Toronto.
- Manage the expectations of leaders and funders within the Diocesan administration and parishes.
- Educate and resource parishes, area councils, and deaneries regarding all aspects of new and emerging missional ministry development. This includes but is not limited to Fresh Expressions, church planting and rebooting, and pioneering ministries. Be available for speaking engagements and workshop leadership.
- Research, identify, and when necessary, create resources for use in the Diocese to promote and further missional ministry.
- Liaise with the theological colleges to promote missional ministry in the Diocese of Toronto and to articulate our needs for appropriate educational resources for missional seminarians and pioneers.

Skills and Qualifications:

We are seeking a candidate with 10-15 years' experience in missional ministry theory and practices (fresh expressions, mixed economy, church planting, and pioneering), with a university degree plus additional formal training in theology. Candidates are required to have demonstrated knowledge of congregational development theory and practice as it relates to the Anglican context with a particular focus on systems theory and leadership in change; being a consultant and trainer, including awareness of group process theory, adult education theory and practice, and working in a multicultural environment; and coaching and mentoring leaders.

Candidates must also be able to demonstrate their:

- Excellent collaborative skills and the ability to work within a team.
- Excellent interpersonal skills.
- Strong level of accountability, innovation, and commitment to best practices.
- Strong level of adaptability and flexibility to work with various individuals, groups, and situations; adapting approaches; accommodating changes, new programs and emerging problems; remaining calm under stress.
- Ability to build relationships.
- Excellent communication skills both verbal and written.
- Knowledge of or a willingness to become familiar with the structure, functions and values of the Anglican Church of Canada.
- The ability to see gifts and talents in others and match these with organizational needs.
- Cultural sensitivity and the ability to handle a diversity of opinion and different cultural expectations, including different cultures within the Church.
- Proficient computer skills – Microsoft Office.

- Ability to think proactively, critically, and independently to make good decisions.

Application:

Candidates must be willing and able to travel throughout the Diocese.

Under the *Responsible Ministry: Screening in Faith* policy, this position is a high-risk ministry position. As such it is a requirement of this position to complete a satisfactory criminal record check, obtained through the Diocesan approved process, to attend Sexual Misconduct Policy workshops as outlined in the policy, and for the Diocese of Toronto to verify that the successful applicant is suitable for high-risk ministry. The successful candidate must be legally able to work in Canada prior to starting the position.

The Diocesan Missioner will be eligible to participate in the pension and benefit plans of the Diocese. Please include salary expectations in your application. If you would like to apply for this position, forward your application to:

Human Resources
Anglican Diocese of Toronto
Email: hr@toronto.anglican.ca

The Anglican Diocese of Toronto embraces diversity and is committed to creating an inclusive workplace. Our goal is to attract, develop and retain highly talented staff from diverse backgrounds, allowing us to benefit from a wide variety of experiences and perspectives. The Diocese has an Accommodation Policy and accommodation will be provided at any point throughout the hiring process, provided the candidate makes their accommodation needs known to the Diocese. We welcome applications from all qualified persons. The Anglican Diocese of Toronto is an equal opportunity employer.

We thank all applicants however only those selected for an interview will be contacted.

Visit our web site at: www.toronto.anglican.ca