

	Licensed Lay Missioner (LLM)	Licensed Lay Worker (LLW)	Ordained Missioner (OM)	Priest
Lay/Ordained	Lay (not ordained)	Lay (not ordained)	Ordained to the Priesthood	Ordained to the Priesthood
Application	Application to open job posting	Application to open job posting	Application for Ordination to the Priesthood	Application for Ordination to the Priesthood or Application for Reception of Orders
Volunteer/Paid	Paid, with housing allowance	Paid, with housing allowance	Paid, with housing allowance or use of a rectory	Paid, with housing allowance or use of a rectory
Education (minimum)	<ul style="list-style-type: none"><li>Foundations in Mission Practice course offered through the Niagara School for Missional Leadership</li><li>Certificate in Mission Practice offered through the Niagara School for Missional Leadership (prerequisite: Foundations in Mission Practice)</li></ul>	<ul style="list-style-type: none"><li>Post-secondary education in related field</li><li>Demonstrated theological competence and ministry experience</li><li>Subject to Canon 3.2</li></ul>	<ul style="list-style-type: none"><li>M.Div. or MTS plus one year study of Niagara School for Missional Leadership select courses and placement</li><li>Foundations in Mission Practice course offered through the Niagara School for Missional Leadership Recommended</li><li>Certificate in Mission Practice offered through the Niagara School for Missional Leadership (prerequisite: Foundations in Mission Practice) Recommended</li><li>Ideally some form of accredited Anglican mission training</li></ul>	M.Div. or MTS plus one year study of Niagara School for Missional Leadership select courses and placement
Nature of Position	<ul style="list-style-type: none"><li>Lead a diocesan stand-alone mission project under the supervision of the Diocesan Community Missioner particularly focused on the Unchurched with the aim of building a new ecclesial community out of contextual mission.</li><li>LLM are deployed to reach unchurched people groups who are particularly distanced from the Christian faith and Church.</li><li>Discern, prepare and deliver mission project activities following the incarnational mission approach</li></ul>	Work under the direction of the Bishop and/or the Bishop's designate(s) during the diocesan Bishop's pleasure, as part of parish and diocesan ministry teams, to minister to the parish or diocese of Niagara.	<ul style="list-style-type: none"><li>Lead a stand-alone Canon 4.9 Mission or Diocesan Mission Project</li><li>Engage missionally with the dechurched and unchurched in a particular context</li><li>Help shape a missional community including the development of missional and sacramental needs.</li><li>Some will be leading mixed ecology missions where the needs arise out of the complexity of the local neighbourhood.</li><li>Discern and prepare and deliver worship, mission and community activities aimed at promoting the Christian faith and ongoing formation.</li></ul>	<ul style="list-style-type: none"><li>Provide leadership in worship, the provision of the sacraments, pastoral care, Christian education and enable the parish to reach beyond its borders. This is done in conjunction with the ministry team, the corporation, lay leaders and lay ministers of the parish.</li><li>Work under the direction of the Bishop and/or the Bishop's designate(s) during the diocesan Bishop's pleasure, as part of parish and diocesan ministry teams, to be in charge of and minister a parish.</li></ul>
Skills/Experience	<ul style="list-style-type: none"><li>Knowledge of the Anglican Church of Canada and its structures, norms, culture and values</li><li>Ability to inspire, work and communicate with a diverse array of people</li><li>Ability to lead and work as a member of a team and under one's own initiative</li><li>Excellent leadership, facilitation, communication and organizational skills</li><li>Strong interpersonal, verbal and written communication skills</li><li>Practices good self-care and ability to work within the hours of the position</li><li>Competence with social media, email, and word processing</li></ul>	<ul style="list-style-type: none"><li>Knowledge of the Anglican Church of Canada and its structures, norms, culture and values</li><li>Ability to inspire, work and communicate with a diverse array of people</li><li>Ability to work as a member of a team and under one's own initiative</li><li>Excellent leadership, facilitation, communication and organizational skills</li><li>Strong interpersonal, verbal and written communication skills</li><li>Practices good self-care and ability to work within the hours of the position</li><li>Competence with social media, email, and word processing</li><li>Willingness to travel throughout the diocese, and occasionally beyond and to lead and attend training events and other relevant continuing education courses</li></ul>	<ul style="list-style-type: none"><li>Member in full communion of the Anglican Church of Canada or the ELCIC</li><li>Knowledge of the Anglican Church of Canada and its structures, norms, culture and values</li><li>Ability to lead and be a team player working with the Ministry Team</li><li>At least one unit of Clinical Pastoral Education</li><li>Skills in working with volunteers and staff members</li><li>Excellent communication skills</li><li>Excellent people skills</li><li>Excellent administrative skills</li><li>Supervisor skills</li><li>Practices good self-care and ability to work within the hours of the position</li><li>Ideally has previous experience of working in some of missional project or initiative engaged with the dechurched and unchurched</li></ul>	<ul style="list-style-type: none"><li>Member in full communion of the Anglican Church of Canada or the ELCIC</li><li>Knowledge of the Anglican Church of Canada and its structures, norms, culture and values</li><li>Desire to be a team player working with the ministry team</li><li>Recommend one unit of Clinical Pastoral Education</li><li>Skills in working with volunteers and staff members</li><li>Excellent communication skills</li><li>Excellent people skills</li><li>Excellent administrative skills</li><li>Supervisor skills</li><li>Practices good self-care and ability to work within the hours of the position</li></ul>

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Particular Responsibilities	<ul style="list-style-type: none"><li>Committed to a particular neighborhood, listening and engaging in dialogue with the various forms of people groups, particularly those who are unchurched and have no experience or understanding of the Christian faith and also those who have either left churches and faith or forms of spiritual seekers</li><li>Provide missional care, answering questions and needs around exploring spirituality and Christianity</li></ul>	<ul style="list-style-type: none"><li>Specific to vocation, as per position description</li><li>Assist the church to discern and pursue its part in God's mission of justice, peace and love in the world</li><li>Function in a manner proper to the person's order of ministry</li><li>Maintain an active and responsible spiritual life</li><li>Promote engagement with the diocesan vision and uphold diocesan policies</li><li>Other duties as assigned by the Bishop and/or the Bishop's designate</li></ul>	<ul style="list-style-type: none"><li>See "Priest Particular Responsibilities"</li><li>Committed to a particular neighbourhood or an identified network people grouping, listening and engaging in dialogue with the various forms of social groupings, particularly the dechurched and those who are spiritual seekers and those involved in forms of folk religion</li><li>Provide missional and pastoral care</li><li>Ensure that the expectations of Canon 4.9 and good practice are met regarding governance</li><li>Provide missional sacramental ministry as appropriate to the context</li></ul>	<ul style="list-style-type: none"><li>Exercise leadership in the councils of the church (which may include chairing and/or facilitating the effective functioning of Vestry, Corporation, Parish Council, Synod, etc.)</li><li>Jointly (with other office-holders) overseeing the administration of the church's ministries and management of its ministry resources (which will include promoting compliance with accessibility, sexual abuse &amp; harassment and volunteer screening &amp; management policies; and which may include performing or coordinating administrative tasks; overseeing and supporting staff and lay leaders; managing financial and physical resources; etc.)</li><li>Facilitate Christian spiritual development and foster discipleship (which may include leading or facilitating Bible studies; prayer &amp; spirituality, faith nurture, stewardship, sacramental [baptism, eucharist, confirmation, reconciliation, marriage] preparation, discipleship &amp; leadership training programmes, etc.)</li><li>Assist the church to discern and pursue its part in God's mission of justice, peace and love in the world (including sharing good news in word and action; social service; community development; environmental and/or social justice action &amp; advocacy, etc.)</li><li>Function in a manner proper to the person's order of ministry</li><li>Maintain an active and responsible spiritual life</li><li>Promote engagement with the diocesan vision and uphold diocesan policies</li><li>Governed by the canons and constitutions of the Diocese of Niagara, Ecclesiastical Province of Ontario and General Synod of the Anglican Church of Canada</li><li>Other duties as assigned by the Bishop and/or the Bishop's designate</li></ul>
Pastoral	Some missional 1:1 support needs for those involved in mission initiatives, the volunteers and participants	Specific to vocation, as per position description	Provide comprehensive pastoral care 1:1 and also occasional offices of marriage, funerals etc.	Exercise and enable pastoral care (which may include direct provision or facilitation of care of those who are: sick, isolated, dying, bereaved, distressed, imprisoned; under- or unemployed; newcomers, immigrants & refugees; living with violence, abuse, poverty, oppression, et al.)
Liturgical	No leadership role	Specific to vocation, as per position description	Once new ecclesial communities are established, explore contextually appropriate forms of approved liturgical forms of worship service	Lead common worship and administering sacraments in duly authorized forms (which may include planning and preparing for worship services; proclaiming the Word of God; preaching; assisting or officiating at offices & funerals as authorized, <i>et al.</i> )

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Collegiality and ongoing formation	<ul style="list-style-type: none"> <li>Attend monthly Diocesan Missioner network and training meetings</li> <li>Attend monthly supervision</li> <li>Attend diocesan learning events including Clergy and Licensed Lay Worker Days</li> <li>Attend the Clergy and Licensed Lay Workers Retreat/Conference</li> <li>Ideally to complete the NSML Mission Practice course if not completed.</li> </ul>	<ul style="list-style-type: none"> <li>Attend the Clergy and Licensed Lay Workers Days</li> <li>Attend the Clergy and Licensed Lay Workers Retreat/Conference</li> <li>Engage in continuing education (ideally NSML courses) opportunities, personal spiritual and professional development (which may include daily offices, retreats, Quiet Days, spiritual direction; intentional learning groups; reading, courses, conferences, training days/events for ministry skill development; advanced degree studies, <i>et al.</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Attend monthly Diocesan Missioner network and training meetings</li> <li>Attend monthly supervision</li> <li>Attend local clericus</li> <li>Attend the Clergy and Licensed Lay Workers Days</li> <li>Attend the Clergy and Licensed Lay Workers Retreat/Conference</li> <li>Ideally to complete the NSML Mission Practice course if not completed</li> <li>Engage in continuing education, personal spiritual and professional development (which may include daily offices, retreats, Quiet Days, spiritual direction; intentional learning groups; reading, courses, conferences, training days/events for ministry skill development; advanced degree studies, etc.)</li> <li>Partake in continuing education opportunities and ongoing professional development</li> </ul>	<ul style="list-style-type: none"> <li>Attend local clericus</li> <li>Attend the Clergy and Licensed Lay Workers Days</li> <li>Attend the Clergy and Licensed Lay Workers Retreat/Conference</li> <li>Engage in continuing education, personal spiritual and professional development (which may include daily offices, retreats, Quiet Days, spiritual direction; intentional learning groups; reading, courses, conferences, training days/events for ministry skill development; advanced degree studies, etc.)</li> <li>Partake in continuing education opportunities and ongoing professional development</li> </ul>
Supervision / Mentor	<ul style="list-style-type: none"> <li>Responsible to the Bishop</li> <li>Supervised by the Diocesan Community Missioner or designate</li> </ul>	<ul style="list-style-type: none"> <li>Responsible to the Bishop <ul style="list-style-type: none"> <li>If in a parish, supervised by the incumbent</li> <li>If diocesan, supervised by the bishop or their designate</li> </ul> </li> <li>Governed by the canons and constitutions of the Diocese of Niagara, Ecclesiastical Province of Ontario and General Synod of the Anglican Church of Canada</li> </ul>	<ul style="list-style-type: none"> <li>Responsible to the Bishop</li> <li>Supervised by the Diocesan Community Missioner or their designate</li> <li>Governed by the canons and constitutions of the Diocese of Niagara, Ecclesiastical Province of Ontario and General Synod of the Anglican Church of Canada</li> </ul>	<ul style="list-style-type: none"> <li>Responsible to the Bishop</li> <li>Governed by the canons and constitutions of the Diocese of Niagara, Ecclesiastical Province of Ontario and General Synod of the Anglican Church of Canada</li> </ul>
Length of Term	Contract position	Contract position or on-going appointment	Contract position or on-going appointment	Contract position or on-going appointment
Screening Requirements	<ul style="list-style-type: none"> <li>Completed through the diocese</li> <li>Application process involving references, interviews, police check with vulnerable sector, and signed screening declaration</li> </ul>	<ul style="list-style-type: none"> <li>Completed through the diocese</li> <li>Application process involving references, interviews, police check with vulnerable sector, and signed screening declaration</li> </ul>	<ul style="list-style-type: none"> <li>Completed through the diocese</li> <li>Application process involving references, interviews, police check with vulnerable sector, and signed screening declaration</li> </ul>	<ul style="list-style-type: none"> <li>Completed through the diocese</li> <li>Application process involving references, interviews, police check with vulnerable sector, and signed screening declaration</li> </ul>