



Application Pack

General Secretary



Council for World Mission

www.cwmission.org

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Letter from Moderator

Dear Friends,

Greetings and all good wishes to you from Council for World Mission (CWM), a partnership of churches committed to sharing resources of people, ideas and money to advance God's mission in the world.

After two five-year terms of faithful and dedicated service to CWM, our General Secretary comes to the end of his second fixed-term contract. As such, we are searching for our next General Secretary, and we invite you to consider offering yourself for this strategic leadership position.

The position is open to anyone from a CWM member church, or the wider ecumenical community, with the requisite qualification, skills and competences as set out in our application package that accompanies this letter.

You will find that this position is not just a career path worth pursuing; it is an opportunity to exercise your calling as a Christian leader and to enable your convictions and passion to flourish in an organisation committed to transformative praxis. CWM believes that another world, a better world, is not only possible; it is necessary. The strategy framework for 2020-2029 calls CWM and its member churches to rise to life, witnessing to life-flourishing communities. This is the strategy that the successful candidate will be required to lead.

We encourage you to give careful and prayerful consideration to this invitation. We need a General Secretary with a passion for justice and peace, the capacity for courage in the face of corrupt systems and structures, the conviction that the Church remains a vital agent of God for personal and community transformation, and the intellectual and cultural agility to lead a globally dispersed team.

If you are that person and you sense God calling you to this role, please do not hesitate to express an interest. By so doing you join us in the discernment process for the one on whom God will place the mantle of leadership for a cutting-edge mission organisation.

Thank you for taking the time to consider our invitation and may God guide you to respond in faithful obedience.

In Christian ministry,

Rev Lydia Neshangwe
Moderator



Rev Lydia Neshangwe
CWM Moderator

Who We Are

Council for World Mission is a worldwide partnership of Christian churches. The 32 members are committed to sharing their resources of money, people, skills and insights globally to carry out God's mission locally. CWM was created in 1977 and incorporates the London Missionary Society (1795), the Commonwealth Missionary Society (1836) and the (English) Presbyterian Board of Missions (1847).



Our Vision

“Fullness of life through Christ, for all creation”

We are partners of God, and we participate in God's work with others. Churches are called to prophetic witness, to proclaim and live out the vision of Jesus Christ of fullness of life for all creation.

Our Mission

“Called to partnership in Christ to mutually challenge, encourage, and equip churches to share in God's mission”

Our Values

Our values are aspirational, describing both the way CWM does work and the way CWM desires to work (both the now and the not yet). These values are relevant both to how members within CWM should relate to one another, and how the organisation of CWM (including the Secretariat, Assembly, and other functions) should operate.

Our organisational values are:

- **Justice in relationships**
- **Mutuality, equality and interdependence**
- **Generosity of spirit**
- **Unity in diversity**

Our Members

CARIBBEAN

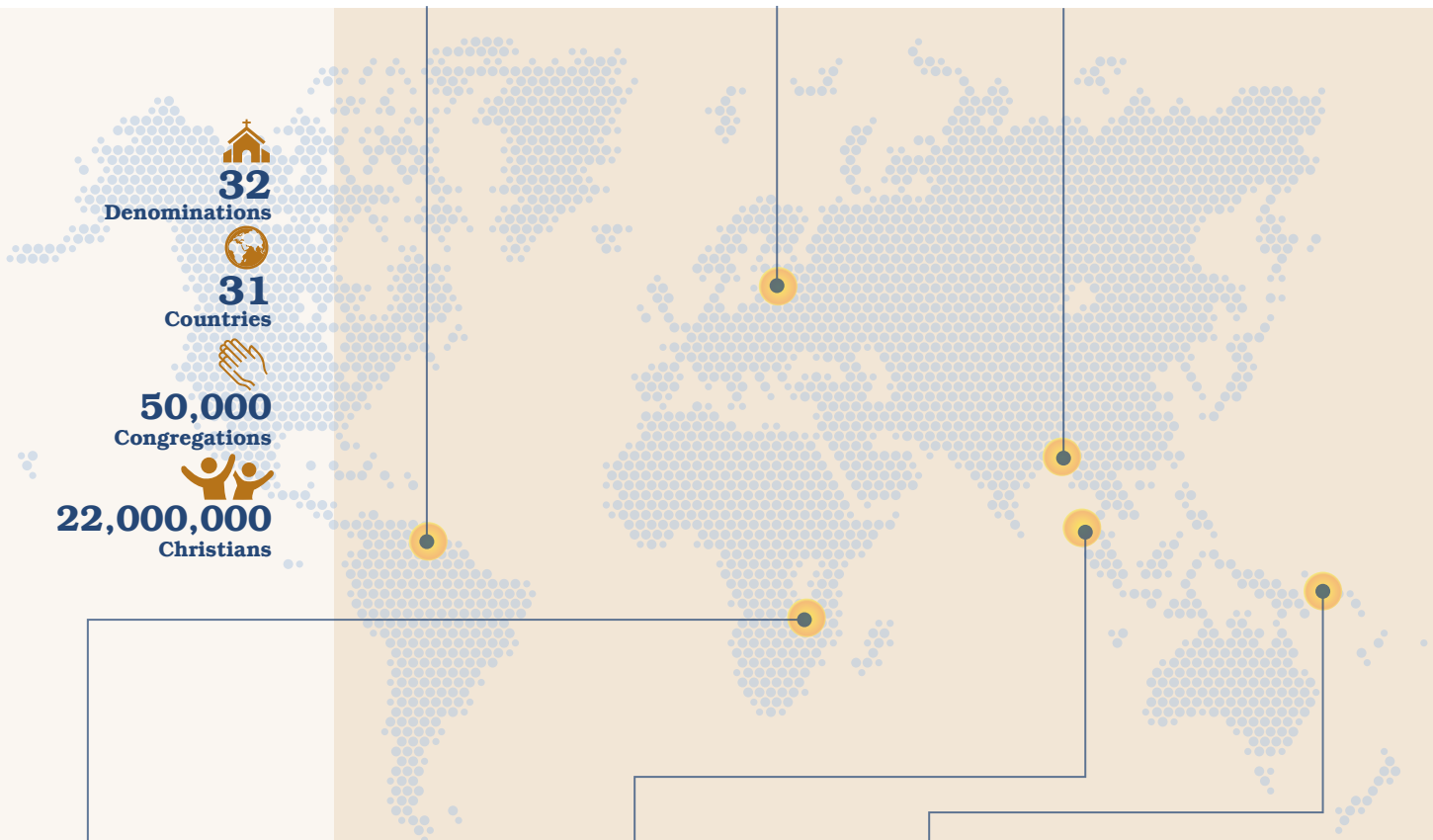
Guyana Congregational Union (GCU)
 United Church in Jamaica and the Cayman Islands (UCJCI)

EUROPE

Congregational Federation (CF)
 Presbyterian Church of Wales (PCW)
 Protestant Church in the Netherlands (PKN)
 Union of Welsh Independents (UWI)
 United Reformed Church (URC)

EAST ASIA

Gereja Presbyterian Malaysia (GPM)
 Hong Kong Council of the Church of Christ in China (HKCCCC)
 Presbyterian Church in Taiwan (PCT)
 Presbyterian Church in Singapore (PCS)
 Presbyterian Church of Korea (PCK)
 Presbyterian Church of Myanmar (PCM)



AFRICA

Church of Jesus Christ in Madagascar (FJKM)
 Churches of Christ in Malawi (CCM)
 United Church of Zambia (UCZ)
 United Congregational Church of Southern Africa (UCCSA)
 Uniting Presbyterian Church in Southern Africa (UPCSA)

SOUTH ASIA

Church of Bangladesh (COB)
 Church of North India (CNI)
 Church of South India (CSI)
 Presbyterian Church of India (PCI)

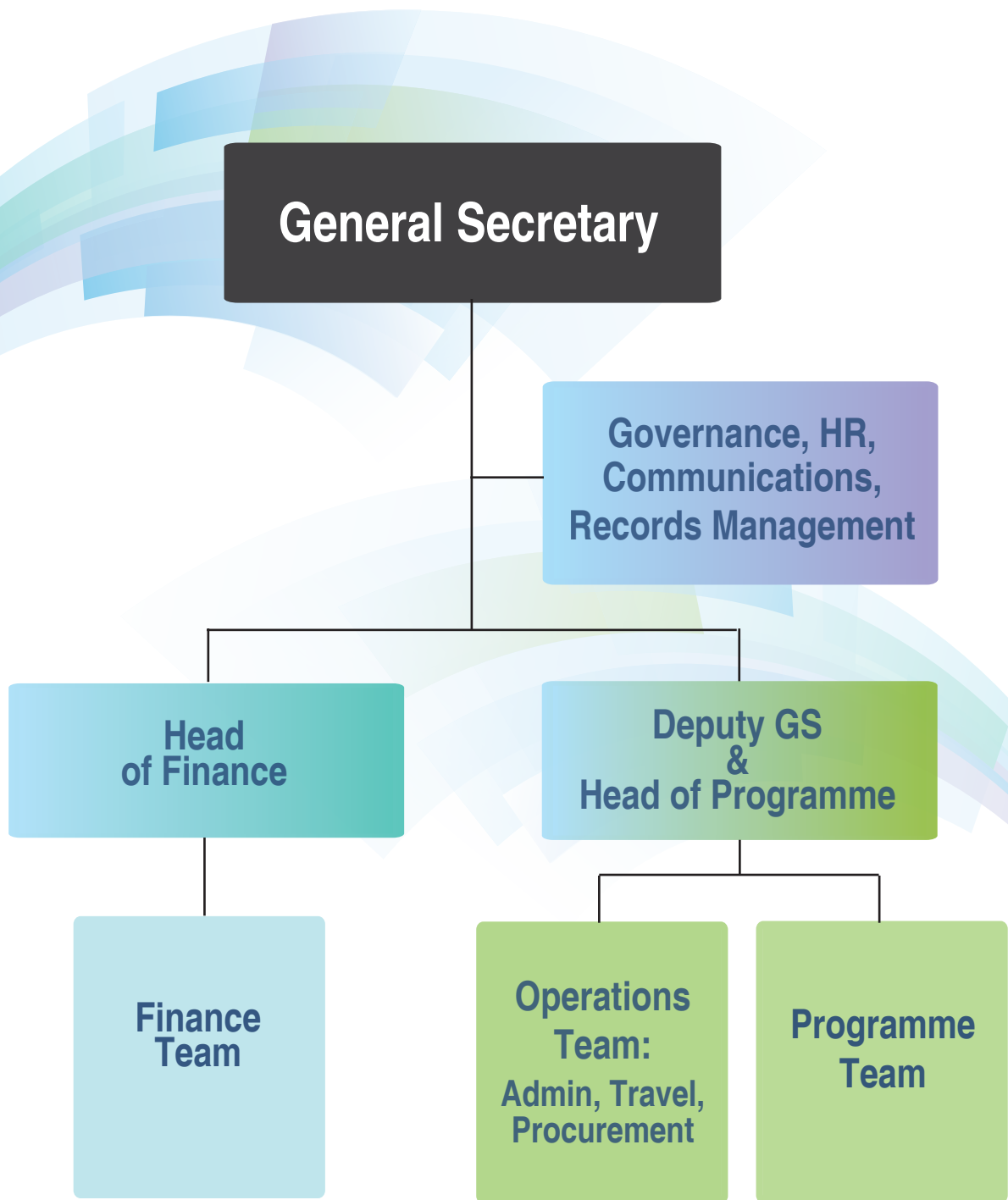
PACIFIC

Congregational Christian Church in American Samoa (CCCAS)
 Congregational Christian Church in Samoa (CCCS)
 Congregational Union of New Zealand (CUNZ)
 Ekalesia Kelisiano Tuvalu (EKT)
 Etaretia Porotetani Maohi (EPM)
 Kiribati Uniting Church (KUC)
 Nauru Congregational Church (NCC)
 Presbyterian Church of Aotearoa New Zealand (PCANZ)
 United Church in Papua New Guinea (UCPNG)
 United Church in Solomon Islands (UCSI)

Our Structure



Management Structure



The Brief



God's Mission Community

In the context of the Roman Empire, where Jesus carried out God's mission as liberator, he proclaimed and modelled a different world and named it the Kingdom of God (Mark 1:15). The key characteristics of this alternative kingdom are righteousness, peace and joy (Rom.14:17), organised on the foundation of God's liberating vision and values. Jesus Christ called and commissioned his disciples to proclaim this alternative vision until the end of the age (Mt. 28:18-20).

CWM understands itself to be a mission community, called to live out God's mission imperative, given by Jesus to the first disciples. The early missionaries of this organisation made great personal sacrifices to share this Gospel with the world, despite the influence of colonialism reflecting the dominant culture of the era, which led to compromises along the way. As we reflect on our journey, we confess where we have missed the mark and recommit ourselves to the journey of witnessing to the authentic, liberating Gospel of Jesus Christ, which is meant to transform the current life-destroying civilisation into the life-flourishing household of God (Oikos).

In a world, corrupted by absolute power, where human greed drives the economy, divides peoples and destroys the environment, CWM dares to proclaim the good news of Jesus Christ, the loving God of life, and seeks to practice a life-affirming alternative, based on justice for all.

The Organisation

CWM is a partnership of churches in mission, with a commitment to the mutual sharing of people, ideas and money to advance God's mission in the world. This partnership of 32 member churches spans over 30 countries and with over 50,000 congregations, set in local communities. CWM facilitates and supports the development of vision, missional strategy and resources that will equip and empower churches/congregations to engage in God's life-giving mission. Working through member churches, the ecumenical community and people's movements, CWM ensures that its strategic objectives are met by engaging leadership that gives clear direction and facilitates programme development to serve its missional purpose.

As an international charitable organisation, CWM is compliant with charity legislation and regulations in each of its operational jurisdictions. As a mission community, its identity informs its action and frames its relationships. As such CWM balances its fiduciary responsibilities with its missional mandate, seeking at all times to be faithful stewards of its calling, as disciples of Christ, and to embody its values and principles.

Operating Environment

The environment in which CWM operates is diverse, dynamic and daring. This description applies across the broad spectrum of member church religio-cultural, socio-political and economic communities.

CWM, as a corporate community, exists and functions under the common vision of fullness of life through Christ for all creation. This common commitment beckons the missional church into a partnership that lives out radical discipleship, following and engaging in Christ' life-affirming mission action. Consequently, for the period 2010 to 2019, CWM's work encompasses a variety of areas and issues, including evangelism, worship, discipleship, health and education, leadership development, human trafficking, children and young people, climate change, economic justice and militarisation and conflict.



These missional challenges confront CWM with an obligation to dare the “troubled waters” (John 5: 4), working in partnership with others, to overcome all that threaten life in fullness for all creation. The contextual missional differences and challenges that shape CWM's identity and witness have heightened radical engagement because of the varied histories of slavery and colonialism; indigenous and settled peoples; conquests and kingdoms. CWM, therefore, in faithful obedience to

Jesus of Nazareth, seeks to engender life-affirming actions, especially with people living on the margins (Luke 4: 14-30). This mandate is in response to its self-understanding and missional identity - “Called to partnership in Christ, to mutually challenge, encourage and equip churches to share in God's mission.”

The missional mandate of CWM has been challenged in recent years by global threats to life that necessitates urgent focus on subjects such as evangelism in the context of empire, climate change, economic justice, borders and occupation, among others. Also, CWM has embraced other issues such as “Building an inclusive community - moving beyond accommodation to affirmation and advocacy for and with people living with disabilities”, in response to the changing missional environment.

The changing socio-political and environmental landscape unleashed by the forces of globalisation and forces of neo-liberal capitalism, in partnership with systems of militarism, have mutated into the contemporary expressions of empire. This global force, with its evil signature, has manifested itself in a variety of life-destroying ways. CWM understands that this is the context in which it is called to share in God's mission.

CWM's Life-cycle Stage

CWM's missional development since 1977 has revolved around its strategic/founding objective(s), as a partnership of churches in mission, “to spread the knowledge of Christ throughout the world, that is to say, to further the work of Christian mission throughout the world”. In seeking to do so, CWM commits to sharing resources and personnel in keeping with its ethos of ‘mission from everywhere to everywhere’. CWM has constantly and consistently endeavoured to sharpen its prophetic witness by continually seeking to discern what God is saying and doing, through the reading of the signs of the times in various contexts and different epochs.

Having come to the end of the 2010-2019 strategy period, “Mission in the context of Empire”, with a vision of “Fulness of life through Christ for all creation”, CWM now embarks on a new strategy, “Rising to Life: Breaking out from Babylon”.

“Rising to life: Breaking out from Babylon” is an invitation to rise with the Risen Jesus and to proclaim that death is defeated and “Babylon is as fallen as the tomb is empty”. This statement is as audacious as it is subversive. It is intended to defy the forces and systems of death and destruction and to declare that Jesus alone is Lord. In articulating and affirming a theology of life, we assert that rather than succumbing to the gloom and doom that characterise so much of life as experienced by the majority, we will claim an alternative vision of hope and freedom. This alternative vision can only be claimed by resurrection people, people who, like those on the road to Emmaus, feel a strange warmth in our spirit as God meets us in the Risen Jesus and accompanies us in our struggle and search for meaning.

The 2020-2029 Strategy Framework

The CWM 2020-2029 strategy framework is the map of the missional journey to be pursued. The framework advances and reshapes the partnership in mission model that has guided CWM since 1977. The framework is informed by data provided by CWM’s diverse communities, through a thorough reading and discernment of the signs of the times. The framework, with clear missional perspectives, also considers matters of governance, finance, location and communication. A theology statement – Rising to Life: Breaking out from Babylon, a faith stance on commitment to mission – Missio Confessionis, a financial framework – Theological and Missiological Commitments to Life-Flourishing Economy and Finance for All and the Legacies of Slavery project report and recommendations are accompanying resources.

The framework invites the CWM community to boldly confess its faith and allegiance “to the God of life” and to reaffirm its commitment to follow Jesus in radical discipleship. It seeks relationships with fellow pilgrims on the journey, to enable liberating and transforming witness to life-flourishing communities in the name of Jesus. Central to this framework is the understanding and commitment of CWM to work through its member



churches. Accordingly, the framework offers space for member churches to interact and draw insights for their context and mission. Additionally, there are several intersections where CWM, through the Board of Directors and Management, will interface with member churches as part of the intentional thrust of being together in mission. It requires radical ecumenical reorientation as the means by which CWM and its member churches will be challenged and enabled to embrace and engage ecumenism as a tool for learning and growth.

The Missiological Mandate as set out in CWM’s Strategy Framework 2020 – 2029 focuses on nine issue-based themes, reflecting the groanings and cries of the Earth and aimed at building Life-Flourishing Communities. It invites CWM and its member churches to focus on life-flourishing creation, economy, growth and advancement, societies, spiritualities, evangelism, education, church in action and ecumenism. These themes constitute the framework around which

strategic plans, programmes and activities will be developed to guide the mission of CWM for the next ten years. The full strategy framework, with all its accompanying documents, is designed to offer the foundation for different plans of actions along the ten-year trajectory.

We anticipate that member churches, the ecumenical community, People's Movements and all people of goodwill who are committed to justice and peace, will partner with CWM in a renewed commitment to participate in restoring the Earth and rebuilding broken humanity.

In the words of the prophet Isaiah we have a vision of life-flouring communities in which all of God's creation come together in peace, the Earth flourishes and God's glory is revealed:

“A voice of one calling in the wilderness prepare the way for the Lord; make straight in the desert a highway for our God. 4 Every valley shall be raised up, every mountain and hill made low; the rough ground shall become level, the rugged places a plain. 5 And the glory of the Lord will be revealed, and all people will see it together. For the mouth of the Lord has spoken.” (Isaiah 40: 3-5).

The wolf will live with the lamb, the leopard will lie down with the goat, the calf and the lion and the yearling together; and a little child shall lead them. The cow will feed with the bear, their young will lie down together, and the lion will eat straw like the ox. The infant will play near the cobra's den, and the young child will put its hand in the viper's nest. They will neither harm nor destroy on all my holy mountain, for the Earth will be filled with the knowledge of the Lord as the waters cover the sea (Isaiah 11: 6-9).

Geographical Spread and Reach: Opportunities and Challenges

In an era of diminishing global ecumenism, CWM recommits itself to global, regional and national ecumenical engagement, mutual sharing and accountability. Through partnership with key global ecumenical bodies, such as World Communion of Reformed Churches (WCRC), World Council of Churches (WCC) Community of Churches in Mission (CEVAA), United Evangelical Mission (UEM), World Student Christian Federation (WSCF and World Association for Christian Communication (WACC), CWM is supported and strengthened to confront the life-denying issues of the 21st Century, such as the implications of the ongoing technological revolution, the resurgence of nationalism and protectionism and other forms of exclusion, which pose serious threats to life. Together we are enabled to remain focused on our core missional mandate; to sharpen our theological and missiological reflections and tools of analysis; and to participate in healing the future, where God already is, saving “the whole world” (Maluleke, 2019).

CWM functions as a dispersed team, with offices and staff located in six global regions, namely Africa, Caribbean, Europe, Pacific, East Asia and South Asia. By locating ourselves in the context of member churches, CWM is better able to respond to the needs and aspirations of members and to learn first-hand ways of partnership and mutual accompaniment. Furthermore, this strategic location of ourselves provides opportunities to deepen partnership and ecumenical engagement at the regional and national levels, thereby expanding our scope for sharing in God's mission.

Job Description for General Secretary



POSITION DESCRIPTION

Title: **General Secretary (Chief Executive Officer)**

Locations:

SINGAPORE (*Preferred*)

114 Lavender Street, #12-01, CT Hub 2, Singapore 338729

Other locations which may be considered:

JOHANNESBURG

Suite 21 & 27 1st Floor, Block B Metropolitan Park 8 Hillside Road Park Town
Johannesburg 2193, South Africa

LONDON

11 St Georges Circus, LONDON, SE1 8EH United Kingdom

Reports to: The Board of Directors

Tenure: An initial five-year (05) term commencing July 2021. The term of this employment is fixed for 5 years. Upon completion of this initial contract of employment, a second and final five-year contract may be offered, subject to the recommendation of CWM Board of Directors and for approval at the Annual Members' Meeting (AMM).

JOB SUMMARY

To provide overall strategic and operational leadership, advising on and implementing policies and practices, giving missiological direction and engaging member churches, ecumenical partners and staff in achieving the aims and objectives of CWM. Most immediately these include the sharing of resources of finance, people, experience and insights within and beyond the CWM community as a source of mutual support in carrying out God's mission. Ultimately, the object of CWM is "to spread the knowledge of Christ throughout the world" (Scheme of Charity). The General Secretary ensures that all activities of CWM conform to and support these aims.

Main responsibilities

1. Ensure that all programmes, events and activities undertaken by CWM are in accordance with the organisation's vision and mission objectives.
2. Inform and guide discussions and decisions within the Board meetings on policymaking, practical implementation, strategic planning and goal-setting.
3. Oversee the servicing and support of the Board of Directors, the Annual Members meeting and other ad hoc Committees or Working Groups.
4. Provide leadership and advice to member churches and regions in regard to the implementation of policies, practices and priorities of CWM.
5. Take overall responsibility for engaging member churches in mutually challenging, encouraging and equipping one another in achieving CWM's mission and ministry objectives.

6. Manage and maintain mutually supportive global ecumenical and mission partner relationships
7. Seek opportunities for theological, prophetic and missiological engagement of CWM within the wider work and movements of the World Church.
8. Provide strategic leadership and coordination of CWM's activities through the Secretariat.
9. Directly line-manage management team leaders.
10. Manage and oversee the work of all members of staff to ensure the delivery of mandates from the Board.
11. Oversee the proper management of finance, communication, administration and human resources to support these activities.

PERSON SPECIFICATIONS

Experience	Essential	Desirable
Experience working at a senior level in a Christian institution, Not for Profit organisation or ecumenical organisation involving the management of people, financial and other material resources and projects	●	
Involvement in world church and global ecumenical organisations	●	
Experience in setting priorities and directing church mission programmes	●	
Advocacy and representing one's organisation to other bodies	●	
Experience of working effectively outside one's country of residence and with cultures and gender other than one's own		●
Experience of business management and administration		●
Qualifications	Essential	Desirable
Be able to demonstrate a high level of theological understanding, ideally with a post graduate level qualification	●	
Broad understanding of the history of the world and missionary movements and the contemporary socio-economic, social and political issues affecting churches and mission and development organisations	●	
Qualifications and skills related to management or business administration		●

PERSON SPECIFICATIONS

Skills & Competencies	Essential	Desirable
Directing and enabling teams, committees and staff. Monitoring and evaluating progress	●	
Setting directions with clear objectives and plans for action. An ability to plan strategically	●	
Informing, consulting and negotiating	●	
Adapting one's leadership style to different circumstances, cultures, tasks and people	●	
Analysing and solving problems in a creative and challenging style	●	
Exceptional interpersonal and presentational communication skills, specifically being sensitive to other cultural values, beliefs and styles of working; proficiency in the English language; writing reports and reflections, clearly and simply; making presentations to large committees and small groups; excellent listening skills and behaviour which encourages other's ideas	●	
Financial acumen and understanding to know what financial systems are appropriate to ensure full accountability, especially given the legislative and charitable legal context; analyses financial data; proposes and evaluates financial policy; preparation and management of budgets	●	
Organisational skills particularly in the management of one's own time and priorities and the management of others	●	
Ability to understand project feasibility and management	●	
An ability to manage diversity and promote equal opportunities across all aspects of CWM, involving gender, race, values, status and other differences. Cultural sensitivity is essential	●	
An ability to motivate others and build productive working relationships with senior and other staff colleagues, Board members and representatives of CWM member churches	●	
Familiarity with Microsoft Office applications	●	

PERSON SPECIFICATIONS

Personal Aptitudes	Essential	Desirable
Commitment to CWM's aims and principles of partnership and equal participation in mission, resource sharing, the empowerment of regional forums, churches, congregations and individuals, ecumenical cooperation	●	
Commitment to working ecumenically	●	
Commitment to one's own continuing professional development and the knowledge and skills development of all staff, in order to ensure high quality standards of service, creativity and competence.	●	
Ability to undertake fairly extensive international travel.	●	
Willingness to work unsociable hours and weekends. (Style and organisation of work within the senior staff team may reduce the amount of time spent away from the Secretariat).	●	
Membership of a CWM Member Church		●

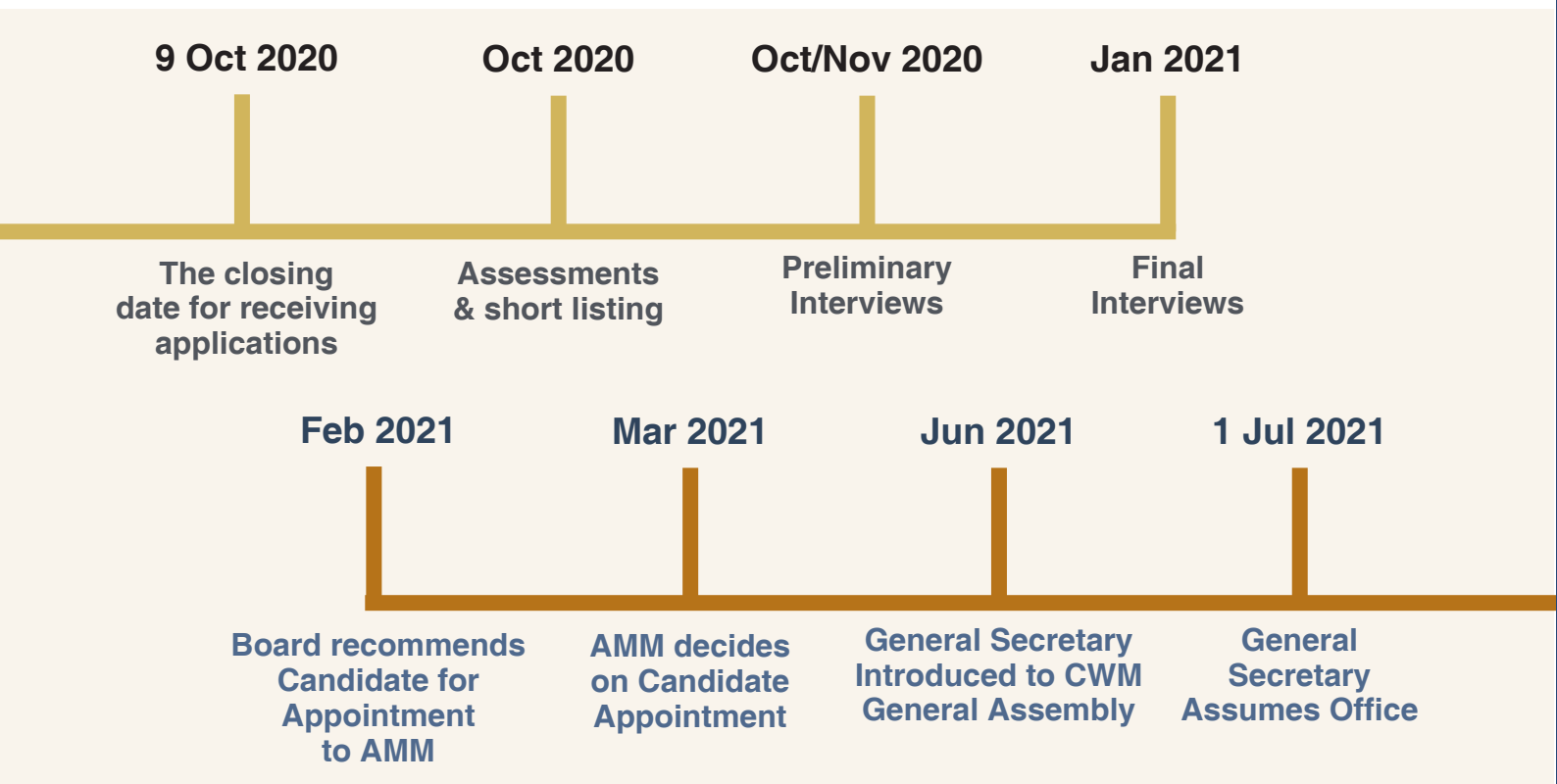
REPORTING RELATIONSHIPS

1. Supervision received: Guided by goals and objectives established in Strategic Plans developed from the Strategy Framework and approved by the Board
2. Supervision given: Deputy General Secretary, Mission Secretaries, Managers & Executive Secretaries.
3. Liaises internally with: All Staff, Board of Directors & Trustees, Members of Committees (Staffing, Finance, Investment, Audit) & Reference Groups (Programmes), Member Churches
4. Liaises externally with: Company Secretary, Ecumenical Partners, Auditors, Investment Managers, and other relevant bodies relating to CWM's work and witness.

How to Apply

1. Please complete the separate application form which can be downloaded at:
<https://www.cwmission.org/about/get-involved/>
2. Submit application form with the following supporting documents:
 - a) Write a covering letter of no more than 750 words outlining your motivation for applying and highlighting how your skills, knowledge, experience, theological understanding and other attributes will contribute to the further growth of CWM in light of the Strategy Framework for 2020-2029.
 - b) Recent CV
3. Applications should be sent to The Consultant, gs.search@cwmission.org

Timetable





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Singapore 338729

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