European Christian Mission

www.ecmi.org

ecm.int@ecmi.org

Cluster Leader and Cluster Leadership Team Role Description

Our mission is to equip, connect and multiply followers of Jesus through discipleship and church planting across Europe.

Purpose of the Role

The Cluster Leader is the pivotal leadership role within ECM's field ministries structure. The Cluster Leader has the opportunity to ensure the outworking of ECM Values, Mission and Strategic goals. This is accomplished through working with a small Cluster Leadership Team (CLT) and creating an inspiring environment. The Cluster Leader also provides supportive oversight for ECM personnel, and develops new service opportunities and partnerships.

Core Responsibilities

The core responsibilities of the Cluster Leader and CLT are to:

- Foster and promote an environment where the core values of ECM provide a basis for the delivery of Ministry Guidance, Accountability, Networking, Empowerment, and Member Care (MANEM). Some of the aspects of MANEM will be covered by:
    - Ensuring that necessary levels of **member care** provision are available to all Cluster members, and appropriate Member Care Facilitators are appointed.
    - Ensuring the leadership team **visits** every Cluster member regularly.
    - Encouraging each member to take responsibility for their own lifelong learning and development, in particular by using the **Personal Development Conversation** (PDC) process.
    - Ensuring that each ministry team or individual member participates in an annual **Ministry Development Conversation** (MDC) process.

- Guide the CLT in defining desired outcomes and measurable goals for the delivery of MANEM.
- Ensure the appointment of a person (or persons) to be responsible for safeguarding compliance so that the safeguarding procedures outlined in the iGuide are maintained and followed.
- Work with ministry teams, geographical support teams, or individuals as appropriate to facilitate the planning and implementation of local strategies and objectives that are aligned with ECM Mission Statement and strategic goals.
- Maintain regular contact with the Field Ministries Executive Team (FMET) and represent their Cluster on the Field Ministries Team (FMT).
- Facilitate the nomination and appointment of a CLT, who will assist and support the Cluster Leader in fulfilling their responsibilities.
- Organise and lead CLT meetings and ensure that decisions are implemented.
- Ensure members of the Cluster join regularly for prayer, planning and fellowship.
- Be the contact person for the Cluster, communicating information from ECM to Cluster members and feeding necessary information back to ECM leadership.
- Assess projects for fund raising in accordance with ECMI project procedures.

Other Responsibilities

The CLT will seek to have the gifts, skills, and resources to also fulfil the following additional responsibilities. This will necessitate continual development of leadership potential within the team.

New Ministry Development

- Cooperate with Cluster members and Mobilisation Teams to promote new service opportunities and to facilitate the integration of new workers into the Cluster.
- Collaborate with the International Mobilisation Officer to facilitate the integration of first and close culture workers into ministry.

Partnership Development

- Use ECM's partnership development principles to monitor and encourage the development of existing partnerships and network relationships within the Cluster.
- Develop new partnerships and networking opportunities as appropriate.
- Undertake a diligent consultation with ECM leadership before agreeing to a partnership agreement that binds ECM with another party.

Communications

- Encourage members to contribute regularly to the Prayer Diary and other ECM publications as requested.
- Oversee the preparation of all required reports, service opportunities and project requests etc. in accordance with our procedures.
- Cooperate with the Communications Officer to ensure that the country pages on the ECM website are kept up to date.
- Advise the Ministry Development Group of any developments in relevant countries that might necessitate a change in security levels.

Geographical Support Groups

- Facilitate and encourage the development of geographical support groups, including investing in the development of leaders.
- As far as possible, ensure that annual prayer days or retreats are organised at either a Cluster or regional level.

Authority and Accountability

Cluster Leaders receive their authority from and are accountable to the FMET (Field Ministries Executive Team).