

General Manager Spirituality

Moemoea | Our vision

Here at The Selwyn Foundation (TSF), we have a bold vision of:

Respectful Ageing for all, within communities that thrive
Oranga Mātua | Oranga Tangata

We seek to do this through: enabling social impact at scale; being advocates, and facilitating knowledge exchange; creating meaningful connections and a place of belonging, including at the Selwyn Village; and being 'fruitful stewards', here for older generations to come.

All this, underpinned by our commitments to the Christian faith through the Anglican Church in Aotearoa, New Zealand and Polynesia and Te Tiriti o Waitangi.

Te tūnga | The role

The General Manager Spirituality plays a key role in enabling our Vision by providing strategic spiritual leadership to the development and implementation of all aspects of our strategy, leadership and culture as well as to our operations and professional/clinical practice.

Partnering with the CEO and the Board, the General Manager Spirituality will facilitate adherence to our Constitutional commitments to our Anglican Church whakapapa: faith-led and mission-aligned action, embedded within the Three Tikanga model of the Anglican Church in Aotearoa, New Zealand and Polynesia.

As a pivotal member of the Executive Leadership Team (ELT), the General Manager Spirituality will ensure that a broad and expansive pastoral theology informs our activity and behaviour by weaving 'The Selwyn Way' through all our people and operational policies and practices.

Particular emphasis will be on further developing and then delivering on our Spirituality Strategy, working in partnership with the other members of the ELT, and particularly with the Anglican Diocese of Auckland, Te Hui Amorangi ki Te Tai Tokerau and the Diocese of Polynesia in Aotearoa, New Zealand, in ways that affirm older people as precious, unique and valuable. This will include specific responsibility for maintaining high-trust Church relationships and enhancing 'spirituality in ageing' by sharing the vision for spiritual care companionship, including potentially setting guidelines for practitioners working in this area nationally.

The General Manager Spirituality will represent TSF at National and Diocesan Anglican Church – and other Christian – forums, and with key stakeholders, and advocate on matters to enhance 'respectful ageing' through a spiritual lens.

Pūtake | The position in context

This is a strategic role, reporting to the CEO and part of the ELT who collectively are responsible for the overall business and strategic management of TSF. The General Manager Spirituality will lead a team of **Chaplains**, who deliver spiritual care companionship and liturgical worship to the Selwyn Village and to our partnered Metlifecare villages (Note: They may not hold a Chaplaincy portfolio themselves however they will likely provide worship services as required). In addition, they will lead the ongoing development of Anglican-leveraged community activation, e.g. the Selwyn Centres and Selwyn Connectors, and other partnership services delivered by the Church including Te Hui Amorangi ki Te Tai Tokerau – which may include **dedicated roles**. The team will be supported by a **Team Administrator** who will provide them with administrative and other support services.

Ngā mahi matua | Position responsibilities

Key responsibilities include:

- **Driving the ongoing development and implementation of our Spirituality Strategy**, particularly:
 - Elevating the voice, preferences and aspirations of older people in relation to advocacy and needs identification, using faith networks and Christian ways of being.
 - Embedding 'The Selwyn Way' throughout the organisation and in our care homes.
 - Strengthening our foundational relationships with the Anglican Diocese of Auckland, Te Hui Amorangi ki Te Tai Tokerau and the Diocese of Polynesia in Aotearoa New Zealand.
 - Delivering faith-led, evidence-informed advocacy, knowledge gathering, sharing and applied learning, particularly around the concept of 'Spirituality in Ageing', and
 - Ensuring awareness of the historical significance of our Anglican whakapapa, especially of our tūrangawaewae, the Selwyn Village at Pt Chevalier, to integrate the Anglican faith into the built environment and so we can demonstrate we are responsible kaitiakitanga of our Anglican heritage.
- **Ensuring relevant, accessible and safe spiritual care/chaplaincy** is provided to the Selwyn Village and to the agreed Metlifecare Villages, and that sacramental presence in the Anglican tradition is flourishing.
- **Providing strategic relationship management and oversight as needed to Anglican outreach service delivery** including an expanded network of Selwyn Centre and Selwyn Connectors, and other such charitable activities as may be determined to respond to the needs of older people.

Ki angitu koe | Key competencies for the role

This is an opportunity to significantly influence what we do and how we do it. Having the presence and mana to lead the implementation of strategy, working with the Anglican Church (nationally and with the Auckland Diocese and Te Hui Amorangi ki Te Tai Tokerau) and with government, researchers, philanthropists, and social impact investors, is key to the success of this role. Other critical competencies needed for this role are:

- Preference for an ordained ministry within the Anglican Church in Aotearoa, New Zealand and Polynesia, and licensed to the Bishop of Auckland.
- Well-established executive-level experience in strategy and policy development, together with significant stakeholder relationship management skills.
- Effective communication and influencing abilities and experience in advocacy, including media and other public presentations.
- Sound business acumen, including budget and financial management, business planning and resource management.
- An empowering approach to staff management including the ability to bring people along, hold them to account and foster talent.

Te Korowai Oranga | Support for the Role

In addition, to ensure the General Manager Spirituality can be as successful as possible in the role, they will be surrounded by a network of spiritual supervision, a **korowai oranga**

comprised of Roopū who will provide them with support and guidance, meeting as and when needed.

These Roopū will include initially:

- **Te Roopū Mātua ki te Hahi Mihinare** comprised of the two ordained Anglican members on the TSF Board. They will act as a sounding board, providing spiritual guidance and support for the Spirituality strategy, as well as any initiatives, policies and/or other proposals prior to them coming to the Social Impact & Mission Committee, the TSF Board or being shared externally.
- **Te Roopū Kaupapa** which will be an independent Christian business leader/mentor, who the General Manager Spirituality can draw on to inform their operationalisation of the Spirituality strategy, navigating any opportunities or challenges, including boundaries, within a business context.

Further Roopū may be established as the TSF mahere rautaki (strategy) unfolds.