

Job Description

Fundraising Manager

Reports to:	Operations Director
Salary:	£35,556.60 FTE (pro-rata for part-time hours) + London weighting if located in a London postcode
Location:	London, Hybrid Working
Holiday entitlement:	25 days increasing to 30 days (FTE) + bank holidays
Other benefits:	<ul style="list-style-type: none">-Employee Assistance Program (EAP)-Up to 6% matched pension contribution-4x salary life cover-Enhanced Sick Pay, Enhanced Maternity Pay,-Enhanced Paternity Pay & Enhanced Shared-Parental Pay (after 2 years service)
Hours:	Full or Part-time (21 - 35 hours per week available)
Contract:	Permanent

About Faith in Kids

Context:

60% of active Christians in the UK came to faith in Jesus before the age of 11. If we miss childhood, then our churches will never recover. The data tells us what the Bible has always taught us, "Start children off on the way they should go, And even when they are old they will not turn from it."

Faith in Kids exists to make progress in developing a lifelong faith in our children, in supporting the parents and our churches to take spiritual responsibility for their children. We create podcasts, publish books, produce free-to-download resources and we provide training (both in-person and online). We are growing. Join us to help us equip more parents and churches to confidently disciple their children.

Our Vision

Confident parents and thriving churches, raising children together, to trust Jesus eternally.

Our Mission

We encourage, inspire and equip the influencers of faith in children with support, training and resources.

Our Values

Gospel Hearted

We are unashamed. We are 'Jesus first'. We are about the better story; that is joyful, hopeful and found in Christ

Relational

We are wired for partnership. We connect to those we serve. We listen and we want to understand

Courageous

We will follow the need. We are daring, ambitious and bold in all that we do. We are not afraid to pioneer or to fail

About The Role

Faith in Kids has been going through an exciting season of change, development and growth. As we continue to work towards our strategic objectives and growing the team, we need to grow our income in order to support this growth. We expect our income to hit around £600k in our 2024/25 financial year and we expect to grow our income to £1m+ within the next few years. This newly created role will bring experience, expertise and much needed capacity in fundraising for Faith in Kids, to establish best practice and to enhance existing strategies. As we aim to grow our income, we are also committed to growing our investment in fundraising to help us achieve it.

The Fundraising Manager is responsible for executing existing fundraising strategies, building lasting relationships with supporters, and ensuring Faith in Kids meets its income goals. The ideal candidate will bring creativity, management ability and a proven track record in fundraising, ideally within a Christian organisation. As a small team this is currently the only formal fundraising role and therefore the ability to execute strategy with minimal resources is vital.

Our current fundraising approach is managed by a combination of the Operations Director, Communications Director and the Ministry Director. Our current approach is developing regular income from individuals and churches (through online, in-person events and church partnerships), trust fundraising, major donors and 2 fundraising campaigns per year (christmas and summer).

Role & Responsibilities

General responsibilities

- Work closely with the Operations Director, Communications Director & Ministry Director to manage and execute our fundraising plans
- Support the Operations Director in developing the annual fundraising plan and setting fundraising targets
- Working closely with the Communications Director to plan and execute fundraising campaigns that attract new supporters, retain existing supporters and encourage increases in giving
- Oversee trust fundraising
 - Developing & maintaining relationships
 - Writing applications
 - Thanking trusts
 - Writing trust specific progress reports
- Plan, attend and oversee fundraising events such as fundraising dinners

- Implement and develop a program of 'supporter led events' to encourage supporters to raise money for us themselves, for example running a marathon to raise funds
- Support the Operations Director in writing funding proposals for major donors
- Working closely with the Communications Director, design and optimise donor journeys across all the strategic engagement channels
- Keep our supporter CRM (Beacon) updated for all aspects of major donor and trust fund relationship management
- Provide fundraising updates to the leadership team, trustee board and wider staff team as required at team days/team meetings
- Stay up to date with fundraising trends, changes and best practice
- Connect with a group of like minded Christian fundraising professionals in other organisations to enhance knowledge and best practice

Measurable outputs:

- All fundraising campaigns delivered on time and to the agreed quality
- Achieve agreed fundraising targets - including growth in regular and one-off income
- Strategic input of the annual fundraising plan
- Fundraising reports completed by the agreed deadline for leadership/trustee meetings

Culture:

- Clearly live out and embrace the values of Faith in Kids
- Clearly demonstrate a heart and passion for the ministry and work of Faith in Kids
- Sincere acceptance, understanding and practice of the Statement of Faith, Christian ethos, vision and mission of the charity

Other responsibilities include:

- Being willing to pray with staff and fully engage with our Christian culture
- Being willing to encourage friends and family to support the work of Faith in Kids, if appropriate
- Attendance at staff events and conferences
- Undertake all role appropriate training

The above job profile is a guide to the work you may be required to undertake but does not form part of your contract of employment. It may change from time to time to reflect changing circumstances and needs of the organisation.

Person Specification

Education:

- Degree level or equivalent experience
- Fundraising qualification or willingness to work towards one

Experience:

- Essential
 - 3+ years fundraising experience
 - Consistently achieving fundraising targets
 - Experience in digital fundraising campaigns
 - Delivering significant growth of income
 - Successful trust fundraising - £25k+ grants
 - 2-3 years experience using a fundraising CRM system (we use Beacon CRM)

- Desirable
 - Major donor fundraising
 - Developing new and successful fundraising strategies
 - Working with a senior leadership team to develop fundraising strategy
 - Working in a Christian organisation

Skills/Abilities:

- Knowledge of general fundraising strategies, legislation and best practice
- Passionate and persuasive
- Excellent organisational skills
- Excellent written and verbal communication skills
- Ability to work accurately, quickly and with attention to detail under pressure
- Ability to make quick decisions and work in a proactive manner
- Personable, friendly and a positive attitude
- Ability to work using own initiative
- Ability to collaborate across teams, departments and external parties
- Confident computer user including office, g-suite, video platforms & a CRM system
- Ability to adapt and learn new things quickly
- Ability to analyse data and make recommendations for improvements
- Ability to drive projects, achieve targets and deliver results

Christian Commitment

- The candidate must be able to give both verbal assent to and practical demonstration of Faith in Kids Statement of Faith and organisational values
- Must be able to actively participate in prayer and worship, whether individual, small group or corporately, as an expression of their own personal faith and in line with the Statement of Faith
- Must be part of a local church

Safeguarding

All adults working in, or on behalf of Faith in Kids have a responsibility to safeguard and promote the welfare of children and adults. This includes: a responsibility to ensure a safe environment in which Faith in Kids can operate. Identify children and adults where there may be safeguarding concerns and to follow the Faith in Kids Safeguarding Policy in addressing any concerns appropriately.

Date

December 2024