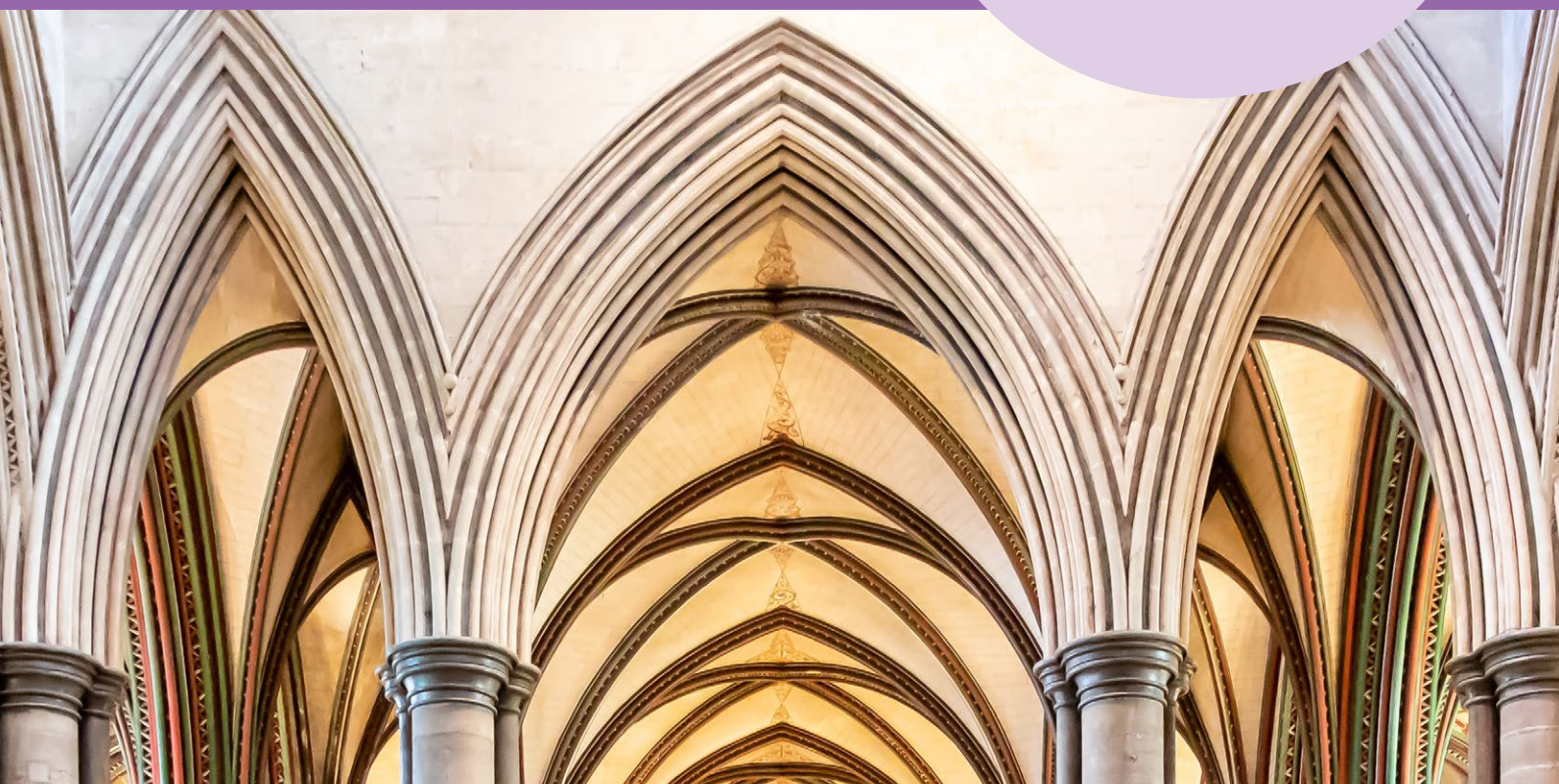


Job title: **Giving Advisor**
Location: **Church House in Salisbury, and home-working**
Reports to: **Director of Finance and Asset Management**
Contract: **Permanent**
Hours: **35 hours a week**
Salary: **£39,843 - £43,382**

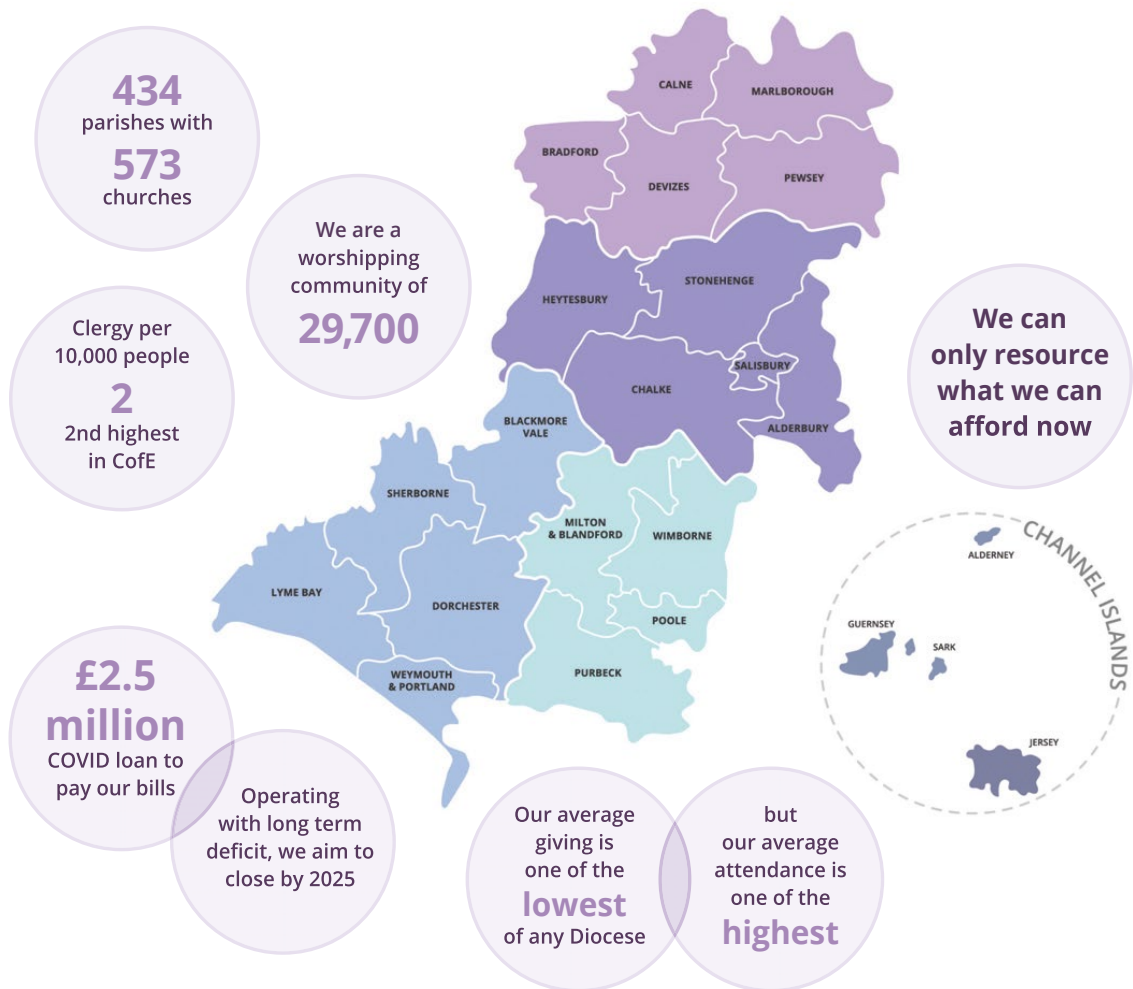
diocese *noun*
: the territorial
jurisdiction of a bishop



WHO WE ARE

The Church of England is made up of 42 Dioceses, including the Diocese of Salisbury. The Head of our Diocese is the Right Reverend Karen Gorham, (the Acting Bishop of Salisbury), and our regional team (consisting of ministers, professionals and volunteers) are responsible for the various aspects of the Church's work, including ministry, mission and education.

Our Diocese is based within the ecclesiastical Province of Canterbury.



OUR MISSION

Our primary mission is to promote the work and purpose of the Church of England in the Diocese of Salisbury. We do this by providing advice, training and support to the clergy and parishioners of our 459 parishes.

We also run a series of social justice initiatives across the Diocese, to respond to the needs of our local communities and the wider world.

Our priorities include:



THE ENVIRONMENT

Cutting the human effect on climate change is a vital part of our responsibility as Christians. We encourage and support our parishes to register with Eco Church - a national web-based survey (and agenda for action), which looks at a church's green 'credentials' in five areas: Worship and Teaching, Buildings, Land, Community engagement and Lifestyle.

As of March 2021, 115 of our parishes have registered. 32 have achieved bronze status, 7 silver, and 2 are gold-rated.



SANCTUARY

Part of our duty as Christians is to provide sanctuary for those in need. We do this by working with our parishioners to find suitable housing for refugee families, as part of the Syrian Resettlement Programme.



HUNGER AND POVERTY

Everyone should have access to food and no one should have to go to bed hungry. To that end, we're a member of End Hunger UK - a coalition of more than 40 national charities, frontline organisations, faith groups, academics and individuals working to end hunger and poverty in the UK.



MENTAL HEALTH

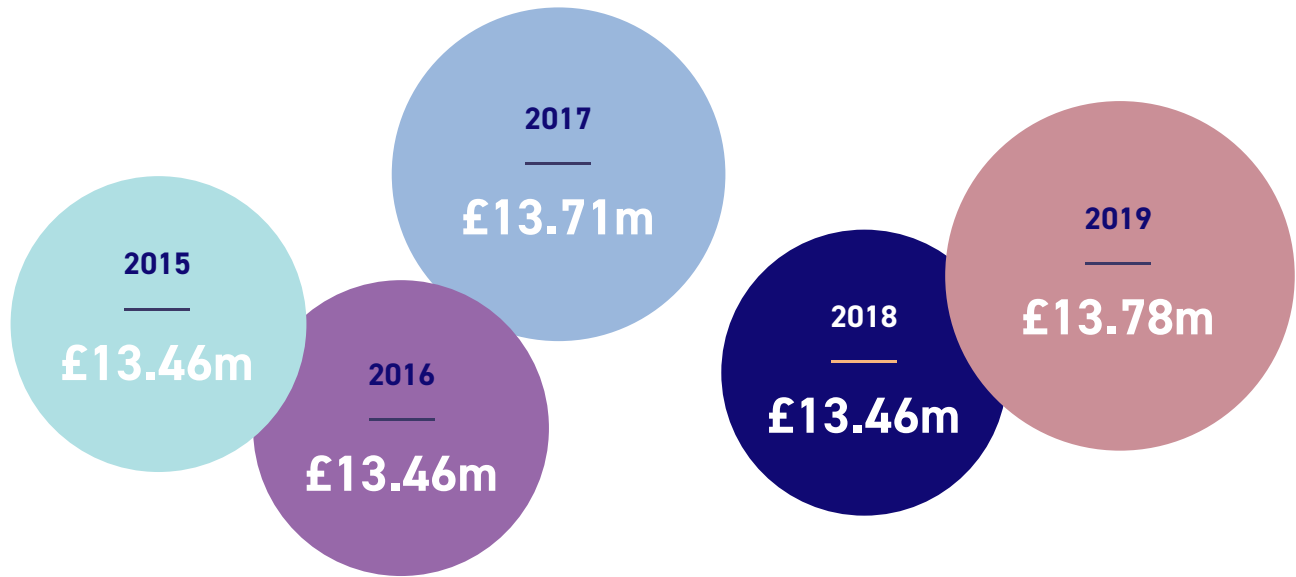
We promote good mental health and wellbeing among our Diocese, and support parishioners suffering with anxiety, depression and other debilitating mental health conditions.



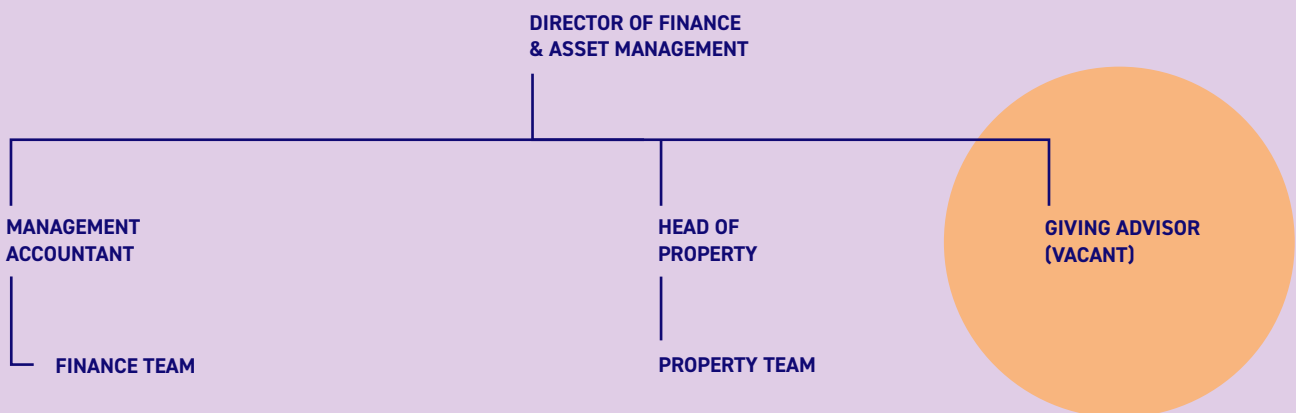
SOCIAL WELFARE FUND

We allocate grants of up to £500 for projects that promote Christian principles in human relationships and social morality within the Diocese of Salisbury.

OUR INCOME



OUR TEAM



OUR PRIORITIES

We have three key strategic aspirations over the next five years:

2

THE WELFARE AND TRAINING OF OUR MINISTERS AND VOLUNTEERS

The welfare and training of our ministers and volunteers is of paramount importance.

In many of our parishes, there are concerns around the sustainability of church buildings, ever-increasing running costs and general finances.

We want to ensure the financial burden doesn't affect the mental wellbeing of our clergy, parishioners and volunteers, by offering them specialised training and support, improving our parish support services, and streamlining our parish administration.



1

GET MORE PEOPLE INTO THE MINISTRY

One of our key aims is to increase vocations to ordained ministry by 60% over the next 10 years. This is an ambitious target, but it's essential to maintain a thriving Christian presence in every community in the Diocese.

We want to provide a range of online and in-person training opportunities to encourage uptake.



3

FINANCING THE FUTURE

The parish share (the amount of money that each parish is asked to contribute to keep the Churches running) funds a fair amount of the work we do, but, in the light of COVID (and the growth of online worship), we need to explore other ways of raising money to meet the costs of ministry and mission.

This is where the Giving Advisor comes in.



THE ROLE

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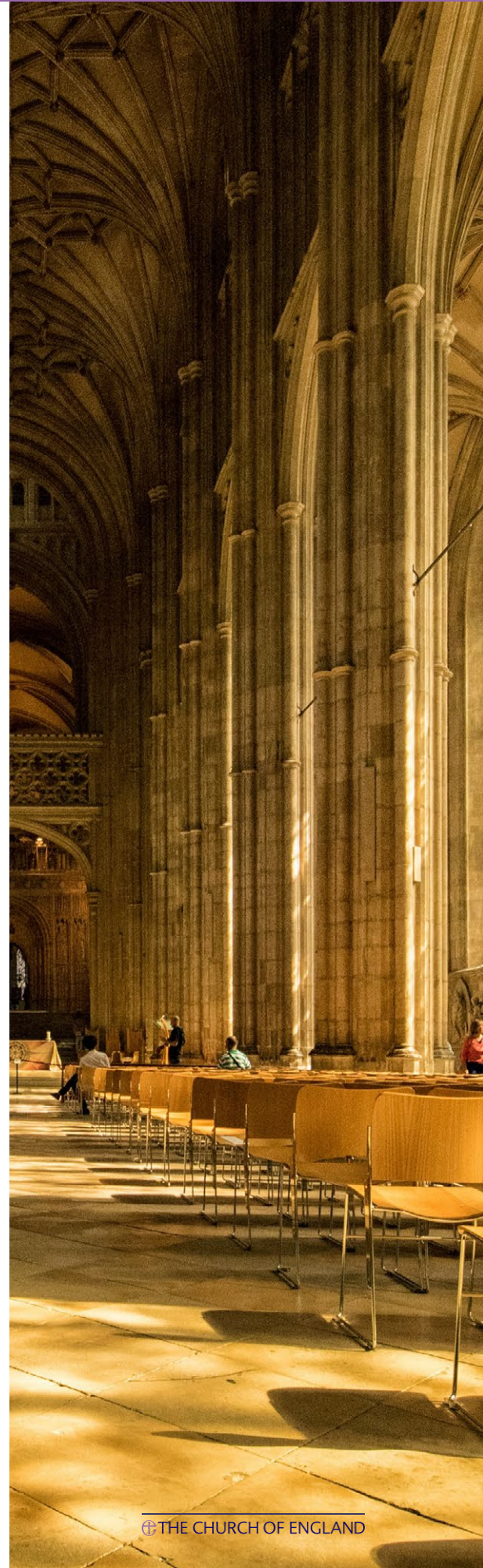
WHY WE'RE HIRING

The Church of England receives over £800m a year in voluntary income (Giving). This money funds most of the church's mission and ministry.

The average planned giving per person per week in the Salisbury Diocese is £10, ranking Salisbury 27th out of 41 dioceses. Giving as a percentage of income is 2.9%, ranking Salisbury 36th out of 41 dioceses.

As you can see, there's huge potential for development and growth.

We're looking for a talented Giving Advisor to develop and implement a Giving strategy across the Diocese. Working closely with our Inspiring Giving Working Group, you'll increase our voluntary income and equip our church leaders with the resources and knowledge to communicate the importance of giving to their parishioners.



RESPONSIBILITIES

There are 3 main facets to this role:



IMPLEMENT THE NATIONAL GIVING STRATEGY ACROSS THE DIOCESE



- Work with the Inspiring Giving Group (a subcommittee of the Finance Committee) to ensure giving is championed at all levels across the Diocese
- Carry out financial analysis of performance and trends, to identify parishes that are flourishing and those that require additional support
- Manage communications to share best practice, latest developments and celebrate successes around Generous Giving
- Collaborate with colleagues across Diocesan teams to integrate generosity and giving into all areas of their work
- Oversee the development of the Diocesan Giving Vision and the plans which emerge from it



PROMOTE THE IMPORTANCE OF GENEROSITY AND GIVING TO CHURCH LEADERS



- Design and deliver talks and training sessions for clergy and lay leaders on a range of topics related to 'giving'
- Create opportunities to promote the Parish Giving Scheme and contactless giving
- Liaise with colleagues such as Archdeacons and Deanery treasurers to identify those who are excelling with Generous Giving, to share learnings



SUPPORT GIVING AND GENEROSITY PRACTICALLY AT BENEFICE AND PARISH LEVEL



- Initiate giving audits and financial analysis, to ascertain strengths and weakness
- Develop and deliver targeted action plans where remedial support is needed
- Supervise the development of restricted/capital appeals
- Coach/mentor church leaders to support the development of Generous Giving practice
- Sign-post resources and facilitate collaboration with others
- Monitor results, including longer term outcomes from support interventions

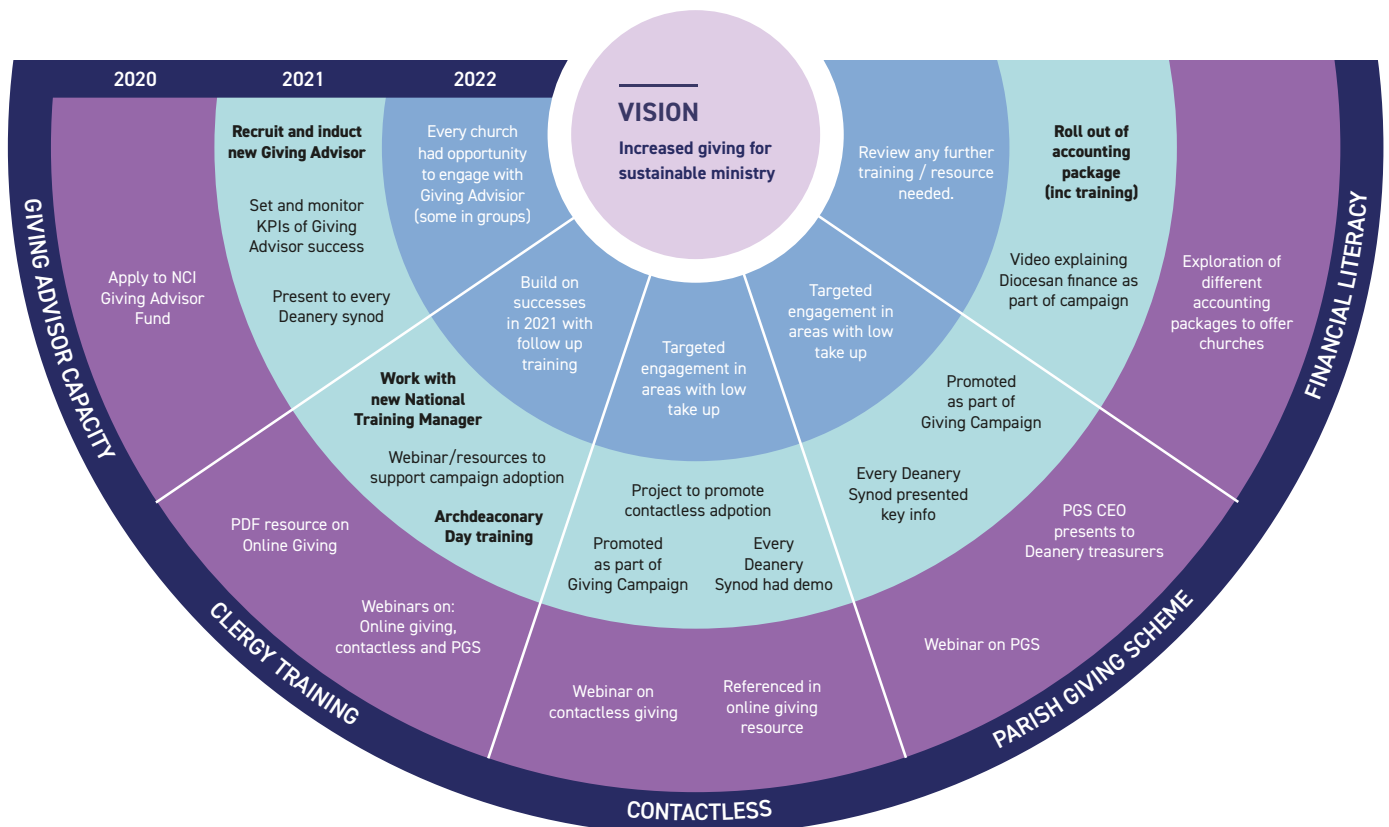


ADDITIONAL CONSIDERATIONS

- You'll need a valid driving licence, as the role will involve regular travel throughout the Diocese
- There'll need to be some flexibility around working hours, as there are likely to be occasional meetings in the evenings and on weekends.

INITIAL PRIORITIES

This Giving roadmap outlines some of the key activities you'll be responsible for taking forward over the first 12-18 months in the role



WHO WE'RE LOOKING FOR

Rather than bombard you with a long list of essential requirements, we've highlighted the core skills needed to succeed in this role.

1

EXPERIENCED, STRATEGIC FUNDRAISER:

We're looking for a strategic thinker, with a proven track record of raising funds from the public. However, you will be supported by the Giving Advisor Network within the central Church, so you will have plenty of support in the role.



2

COLLABORATOR

You'll be required to work closely with a wide variety of colleagues, from Archdeacons, to volunteers. As such, there will be lots of opinions to take on board. If you thrive on collaborative working, and have a natural ability to persuade, lead, coach, inspire, & motivate others, you might be just what we're looking for.



3

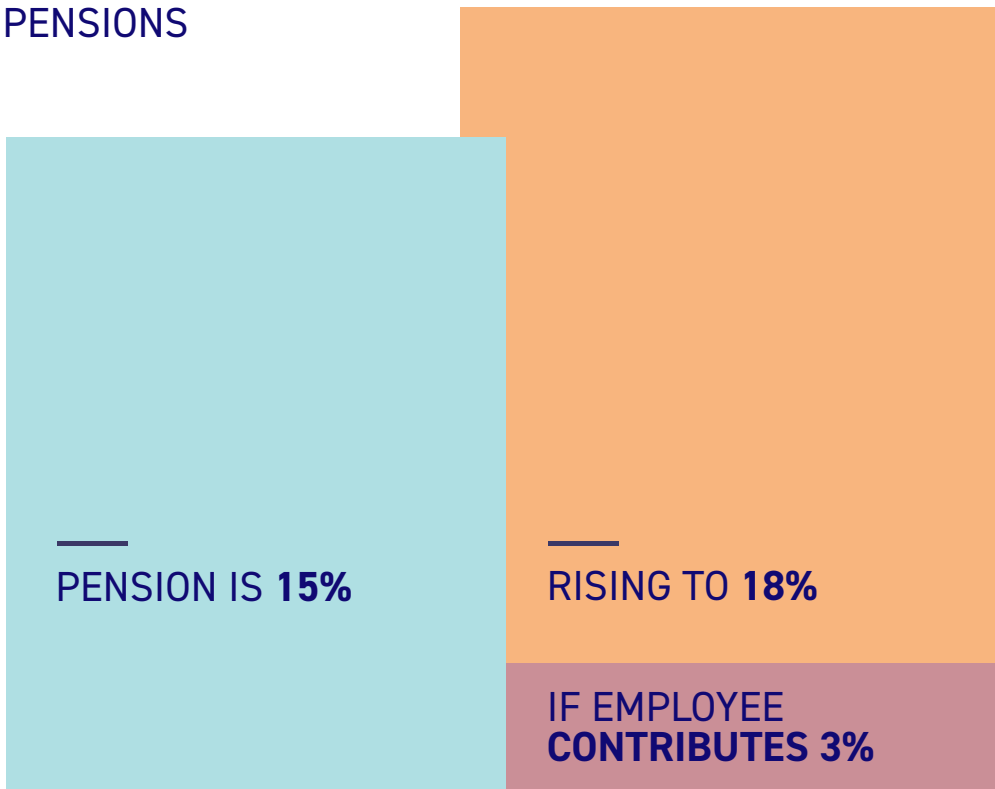
SYSTEM BUILDER

If you're confident putting new processes and systems in place, and communicating them effectively, we want to hear from you.



EMPLOYEE PERKS

PENSIONS



HOLIDAYS



HOW TO APPLY

This is a fantastic opportunity to make a real difference to hundreds of people across our Diocese, and the wider community.

We're keen to get started. If you like what you've read, please don't hesitate to apply.

Our partners at Bamboo Fundraising are managing the recruitment process and are on hand to make sure you have everything you need.

HERE'S WHAT TO DO NEXT

- 1 Read this document thoroughly to make sure it's the job for you.
- 2 Send your CV to **Bamboo Fundraising** and arrange a time to have a chat.
[@info@bamboofundraising.co.uk](mailto:info@bamboofundraising.co.uk)
0203 750 3111
- 3 Submit your application by the closing date. Best of luck!

KEY DATES

3rd October:	Application Deadline
w/c 4th October:	First stage interview
w/c 11th October:	Second stage interviews

