

London City Mission

London Church Engagement Manager



LONDON
MISSION
CITY

A unique opportunity

MISSION CITY

LONDON

London City Mission (LCM) serves the church of London in sharing the love of God and the good news of Jesus Christ with the least reached of London.

One in two people don't have a Christian friend to tell them the good news of Jesus. They are from communities where it is very unlikely that people know a Christian who can share their faith, encourage them to read the Bible and invite them to church. We want to see that change.

Socio-economic poverty and gospel poverty go hand in hand meaning that very few people living in London's most deprived areas attend Christian churches. These areas of London are incredibly diverse; in fact, London is the most ethnically diverse city in the world, growing at over 100,000 people a year. We believe that these communities, often the most marginalised in London, are in desperate need to hear the gospel but are least likely to hear it in a way that they can understand. The world has come to London – we long to see the gospel taken to the world by working alongside churches to build bridges into communities where the hope of Christ can be shared. Why?

Because London Needs Jesus!

Since 1835 the gospel has been at the heart of all we do. Together with London's churches we show God's love in practical ways and continually look for ways to share the good news of Jesus Christ with the least reached people in our capital. Our monthly team gatherings include testimonies of how God is working amongst the least reached people of the city, and our deep conviction is that much more needs to be done – and can be done – at this urgent hour for London.

This is a unique opportunity to impact London with the gospel

We are now looking to appoint a London Church Engagement Manager who will play a key role in helping London City Mission achieve a sustained increase in our funds, enabling us to achieve our ambitious five year strategy: To share the gospel alongside the local church of London, equipping everyday Christians to lovingly bring a message of hope in Christ to those unlikely to otherwise hear it. It's a crucial and exciting time in the history and further development of London City Mission, and through this role the successful candidate will be able to make a difference in London for the salvation of souls and to the glory of God.

We are searching for a London Church Engagement Manager who is driven by the conviction that LONDON NEEDS JESUS

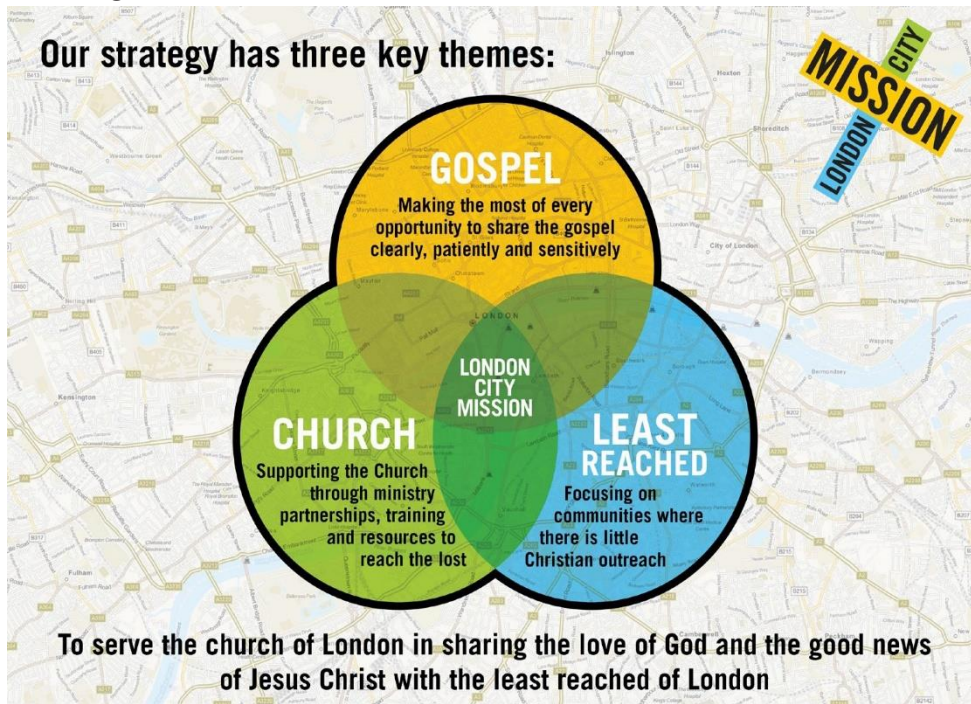


The context

Our Missionaries work with and partner with local churches to build relationships with people in their communities and share the transforming love of God in Jesus Christ. By God's grace, many people from diverse backgrounds, put their trust in Jesus and join his family, the Church. Our Missionaries carry and live out the gospel in London's neediest neighbourhoods where they live, work and worship.

To deliver our aspirations we have created clear lines of leadership, support, and accountability for our entrepreneurial front-line mission teams. They are supported by our professional head office teams, and together we form one London City Mission team committed to the salvation of souls and the glory of God in London. As one mission team, we gather regularly to pray, train, and hear updates that encourage and inspire.

Graham Miller was appointed as CEO ("Chief Servant") in 2013, being the youngest London City Mission CEO since its founder, David Nasmith. We have an ambitious strategy for the future, reflecting our missional urgency. We will continue to place a significant intentional emphasis on partnering with churches to build up the Church in its evangelistic cross-cultural urban mission to people from communities of London where it is very unlikely that they will have a Christian friend to share their faith, encourage them to read the Bible, and invite them to church.



London City Mission currently has an annual turnover of approximately £7 million, which supports the work of approximately 65 in front-line missionary teams, 20 Mission Associates and 10 short-term placements, as well as our professional support teams at head office. We are also blessed to steward a portfolio of over 200 properties used for missional purposes, which includes a number of community based centres.

To support our ambitious strategy, we have an ambitious plan to grow our income to enable London City Mission to remain financially sustainable. We are, therefore, looking to appoint a London Church Engagement Manager to help us grow the number of giving churches and create partnerships that grow commitment in terms of donations, prayer and volunteering.

Fundraising and Supporter Partnerships

MISSION
CITY
LONDON

As we launch our next five-year strategy this is an exciting time to join London City Mission. We will increase the number of churches that we partner and engage with and we will broaden and deepen that engagement to inspire and resource them in mission. Our missionaries are increasingly required to lead, envision, and equip others in evangelism, as well as to be evangelists themselves. We will also continue to promote thought leadership to inspire and equip people of London to reach the people of London.

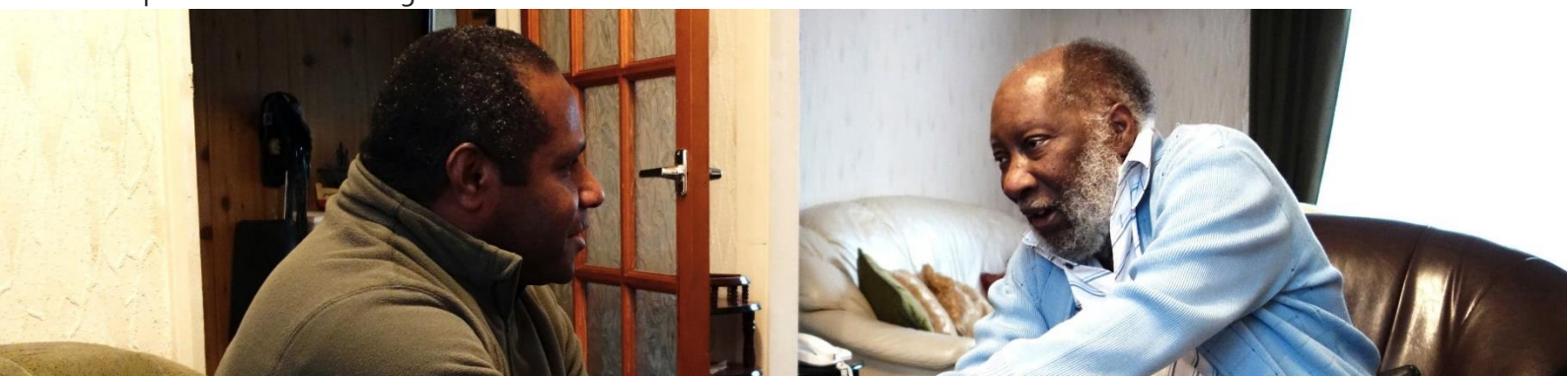
Our ambition for growth and change in mission must be matched by an ambition to raise the funds we need to support mission and to enable London City Mission to remain financially sustainable. To do this we are committed to drive targeted donation growth by approximately 10% year on year. We have seen strong growth in our fundraising in the last year, and we have ambitious plans to grow our income as a key part of our overall fundraising strategy.

Our highly committed Fundraising and Supporter Partnerships team are playing a key role in this, working with our valued supporters and our missionaries, enriching current relationships and developing new partnerships. We have, in recent years invested in and developed our Fundraising and Supporter Partnerships team who are successfully taking forward our new fundraising strategic approach under the Direction of Rachel Bradley – Director of Engagement. We are also developing new systems to support success – including a new CRM.

The Church Engagement Manager role provides a unique opportunity to have an impact on reaching London with the good news of Jesus Christ. The key to success in this role will be the ability to:

- To take the lead on developing gospel partnerships with churches in London.
- Work with the Church Engagement Manager and the Ministries Team, to establish and develop different partnerships for funding gospel mission in London
- Work alongside ministry staff to develop generous financial partnerships with LCM's existing church partners
- Collaborate with ministry staff to increase the number of churches in London with designated church representatives
- Contribute to team targets related to speaking engagements, church representatives programme and fundraising campaigns.
- Work alongside the training department to establish the financial aspect of partnerships with churches that have an LCM Pioneer, including growing prayer and financial support

A separate job description and person specification is included at the end of this pack, setting out the role and the person we are looking for.



Our values

All of this is done in line with a set of values that LCM have developed to shape the way we work and relate with each other, with the Church and with the people and communities we engage with. Our values are set out below.

We are passionate about sharing the love of God and good news of Jesus Christ with the least reached in London, and to do this in partnership with churches.

To help us do this, we have developed a set of values which shape the way we work and relate with each other, with the church and with people in the communities we engage with:

Rooted in Christ:

Prayerfully dedicated to doing God's will and living His way, according to His word

Christ-Like Love:

Looking not to our own interests but to the interests of others because we are united as brothers and sisters in Christ

God-Glorifying Excellence:

Pursuing the best that we can be to glorify God and serve each other in all we do

Spirit-Inspired Courage and Perseverance:

Standing firm, pushing through, paying the price for the sake of Christ and the gospel



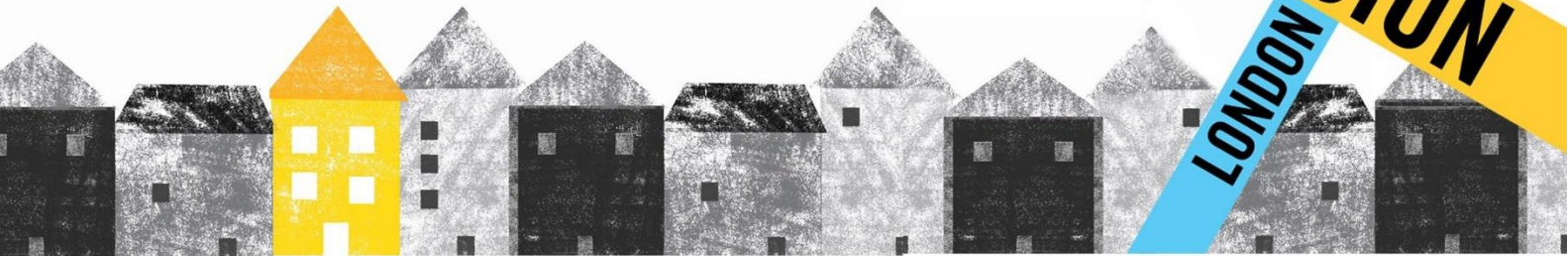
Statement of Faith and Conduct

London City Mission Statement of Faith and Conduct

As Evangelical Christians we accept the following doctrines which we regard as crucial to the understanding of the faith, and which should issue in mutual love, practical Christian service and evangelistic concern:

- The revelation of the triune God given in the Scriptures of the Old and New Testaments and the historic faith of the Gospel therein set forth.
- The sovereignty and grace of God the Father, God the Son and God the Holy Spirit in creation, providence, revelation, redemption and final judgement.
- The divine inspiration of the Holy Scripture and its consequent entire trustworthiness, clarity and supreme authority in all matters of faith and conduct.
- The universal sinfulness and guilt of fallen man, making him subject to God's wrath and condemnation.
- The substitutionary sacrifice of the incarnate Son of God as the sole and all-sufficient ground of redemption from the guilt and power of sin, and from its eternal consequences.
- The justification of the sinner solely by the grace of God through faith in Christ crucified and risen from the dead.
- The illuminating, regenerating, indwelling and sanctifying work of God the Holy Spirit.
- The priesthood of all believers, who form the universal Church, the Body of which Christ is the Head and which is committed by His command to the proclamation of the Gospel throughout the world.
- The calling of all Christian people to a life of holiness and prayer according to the Holy Scripture.
- The expectation of the personal, visible return of the Lord Jesus Christ in power and glory.

Additional Information



How to apply

To find out more about this role, and how to apply, please contact Charisma who will be handling all applications for this role on behalf of London City Mission.

Your application, which should include a CV and covering letter explaining clearly your suitability for this particular role. You will receive an acknowledgement within 2 working days and an outcome from your application within 10 working days.

Closing date for applications: N/A - applications are being reviewed on receipt and interviews will be conducted on a rolling basis.

When a suitable candidate is found the role will close, so please apply without delay to avoid disappointment.

Charisma can be reached at the following:

Contact person: Nick Thomas

Email: info@charismarecruitment.co.uk

Phone: 01962 813 300

Your application should be submitted through the [Charisma website](#) and include your CV and supporting statement.

In accordance with the equality act 2010 it is a genuine occupational requirement that the post holder is a evangelical Christian. During the vetting interview, you will be invited to share your personal Christian journey and involvement in church.

For shortlisted candidates the selection process will include two stages, each involving a panel interview with senior LCM colleagues who will prayerfully assess and seek to discern the selection of the right candidate.

Further details of the interview process and dates will be sent to short-listed candidates.

LONDON CHURCH ENGAGEMENT MANAGER JOB DESCRIPTION



Department:	Fundraising and Supporter Partnerships
Reporting to:	Church Engagement Manager
Responsible For:	No direct line reports
Location:	Based at our London Office at 175 Tower Bridge Road, with flexible and working from home options
Hours:	Part time, 3 days per week (24 hours inclusive of lunch breaks)

About us

At London City Mission we are passionate about sharing the love of God and the good news of Jesus Christ with the least reached in London, and to do this in partnership with churches.

To help us do that, we have developed a set of values which shape the way we work and relate with each other:

Rooted in Christ

We are prayerfully dedicated to doing God's will and living in His way, according to His word

Christ-Like Love

We look not to our own interests but to the interest of others because we are united as brothers and sisters in Christ

God Glorifying Excellence

We pursue the best that we can to glorify God and serve each other in all we do

Spirit-Inspired Perseverance and Courage

Standing firm, pushing through, paying the price for the sake of Christ and the gospel

Overall Purpose of the Role

To take the lead on developing gospel partnerships with churches in London. This includes growing the number of giving churches and creating partnerships that grow commitment in terms of donations, prayer and volunteering to reach those least likely in London to hear the good news of Jesus Christ.

This role works alongside the ministries and training departments to undertake relational negotiations with churches on the financial aspects of church partnerships, and ensures that churches are linked with a missionary to secure a strong on-going relationship with LCM over the longer term.

As part of the wider Church Engagement Team, you will contribute to ensuring that key stakeholder churches have an ongoing and enduring relationship with London City Mission for the sake of the gospel.

To represent London City Mission (LCM) in the UK Christian sector and inspire church leaders about urban mission.

Summary of Main Responsibilities

Fundraising and Supporter Partnerships (FSP)

- Support the delivery of the wider fundraising strategy, working across the organisation and considering opportunities relevant to the FSP team.
- Provide a unique perspective in the wider organisation on developing relationships with London churches from a Fundraising and Supporter Partnerships point of view.

Churches

- Working with the Church Engagement Manager and the Ministries Team, deliver the strategic approach to establishing and developing different partnerships for funding gospel mission with churches in London, in conjunction with the wider fundraising and organisational strategy.
- Contribute to the development of different types of partnerships for the sake of the gospel in line with agreed targets and for the mutual benefit of both London City Mission and the church involved.
- Contribute to the engagement and experience of all supporter churches, ensuring they have the best experience possible of supporting LCM.
- Developing church relationships (with leaders and key church contacts like Church Reps) that lead to committed financial and prayer support for London City Mission's gospel ministry in line with KPI's and income targets.
- Contributing to team targets related to speaking engagements, church representatives programme and fundraising campaigns.
- Planning and delivering events for church leaders in London and representing LCM at events.

Ministry Partnerships

- Working alongside ministry staff to develop equitable and generous financial partnerships with churches who are in a ministry church partnership with LCM.
- Working alongside ministry staff to ensure that as many churches in London have a nominated church representative (rep) as possible, facilitating all departments in their communications with church reps and increasing engagement from church reps.
- Working alongside the training department to establish the financial aspect of partnerships with churches who have an LCM Pioneer, including growing prayer and financial support.

- Being London based, take the lead on face-to-face meetings with churches and Church Reps in London for maximum impact as we build long term relationships.
- Producing useful and appropriate resources for churches in Ministry Church Partnerships. Capture feedback from stakeholders to shape the future creation of resources.
- Adapt existing Church Rep communications and resources to be suitable for the Church Reps in Ministry Church Partnerships and Pioneer churches.

Missionary Fundraising

- Collaborating with the Missionary Fundraising Support Manager, ensure that ministry staff are given appropriate support and guidance on how to develop partnerships for the sake of the gospel with supporter churches in order to help field staff (LCM missionaries) reach their personal ministry support (funding) targets.
- Work with colleagues to optimise the numbers of individuals who sign up to hear more from missionary speakers or LCM in general at speaking engagements.
- Work to transition Ministry Church Partnerships and Pioneer Churches to Ministry Linked Churches who can have an ongoing relationship with a missionary, supporting the missionary's ministry through prayer and giving and continuing to receive help in their own evangelism.

Fundraising and Supporter Partnerships team:

- Representing LCM at external events, including some weekends, evenings and Sundays, including travel as needed. Also engaging with potential new supporters at a week-long conference each year where the post holder will be expected to communicate LCM's vision with a passion for and understanding of the gospel message, as well as share their personal journey of faith in Jesus Christ.
- Adhere to team plans regarding supporter engagement, operations and finance.
- Contribute towards identifying communications opportunities and developing content.
- Development of positive relationships with all gospel partners including occasional support for other activities and projects within the Fundraising and Supporter Partnerships Team.
- Keep up to date with fundraising knowledge, engaging in independent sector research, regularly reading relevant articles and identifying appropriate training opportunities.

Expected Standards

- Exhibit proactive leadership on all expected standards and wellbeing within your own areas of responsibility. This will include regular communication with employees, volunteers and others to maintain and raise standards and improve wellbeing.

- An understanding of, and respect for, different theological positions of a range of UK evangelical churches.
- Fully participate in the spiritual life of LCM including attending the annual week of prayer, monthly Team Days, and weekly/daily staff prayer meetings.
- Take due care of your own Health and Safety and that of others (as appropriate) in your working environment.
- Ensure compliance with General Data Protection Regulation principles and practice.
- Attend LCM provided training needed to support you in the delivery of the requirements of your role.
- Be an advocate for, and role model of, LCM values.
- Be a committed member of an evangelical church.

Key Relationships

- Church Engagement Team, including the Church Rep Manager and Church Engagement Partner.
- Missionary Fundraising Support Manager
- Wider Fundraising and Supporter Partnerships team
- Evangelical organisations, individuals and media with a church leadership audience or following
- All partner churches and potential partner churches.
- Ministry staff for speaking engagement at churches
- Ministry Team for collaborative working on church partnerships, extending the church reps programme and gathering church data
- Communications team for content such as images, videos and design support
- Training team for value added resources for partner churches

Person Specification

A. Specialist Competencies Essential

- At least three years' fundraising experience
- Track record of successful engagement with, and fundraising from, churches
- Proven experience of developing and managing relationships with church leaders, including face-to-face relationships

- Experience of developing effective resources for use in churches
- Experience of creating and managing successful fundraising campaigns
- In-depth understanding of the UK Evangelical Church including awareness of a range of theological positions.
- Experience of developing and delivering fundraising strategies
- Ability to inspire and motivate a team around London City Mission's cause – sharing the good news of Jesus
- Ability to inspire and motivate individuals to support London City Mission, passionately communicating our mission of sharing the gospel with the least reached
- Experience of working collaboratively in a way that demonstrates strong communication, influencing and interpersonal skills that can be used to underpin a relational approach to the financial aspect of church partnership negotiations
- Experience of successfully working at a senior level in a role requiring strong capacity to make progress in multiple areas with attention to detail
- Experience of using MS Office
- Ability to understand and use CRM databases, to maintain accurate records, generate reports and interpret data.
- Commitment to proactive ongoing development of own fundraising knowledge

B. Desirable

- Educated to degree level
- Fundraising qualification and/or extensive training
- Experience of church leadership (paid or voluntary).
- Experience of negotiating the financial element of partnerships agreements
- Proven experience of speaking in churches or to small and large groups
- Experience of organising events
- Experience of recruiting and managing volunteers
- Experience of developing resources for different Christian audiences
- Network of contacts in UK Evangelical Church

Other Competencies

- 1. Motivation:** Understands the main aim of LCM's strategy and of their role and the work of the FSP team in supporting that. Is motivated to deliver the full scope of their role as set out in this Job Description.
- 2. Leadership:** Able to lead and motivate a team, undertaking regular 1:1's, overseeing plans and processes and ensuring that staff are appropriately supported, empowered and accountable. Can create a culture of high performance and provides fresh strategic thinking and insight; inspires and focuses others to achieve our strategy and goals, and drives progress through their team. Actively builds a positive working culture reflecting our values.
- 3. Judgement:** Makes timely and sound judgements and decisions on a range of issues, creating practical solutions to problems, seeking advice and approval from their line manager and other colleagues, as appropriate; ensures these are aligned with LCM's strategy and goals, and that LCM make the most of opportunities. Applies Godly wisdom.
- 4. Planning and organising:** Commit plans to the Lord. Able to balance the twin priorities of: delivering and developing a fundraising or supporter partnerships activity to a high standard; whilst also working effectively to make progress in a range of areas. Able to look well ahead and develop clear and workable plans to get things done in a timely, effective, and efficient way. Monitors progress in delivering the fundraising service and plans, and keeps things on track, whilst being flexible to adjust plans if needed. Prepares and co-ordinates activities well whilst ensuring resources are well stewarded.
- 5. Relationships:** Able to build and maintain fruitful working relationships with a wide range of internal and external stakeholders. Resolves conflict well.
- 6. Collaboration and Teamworking:** Co-operates well with others and shares knowledge and expertise to support their work and development. Willing to learn from others. Works as part of a team, contributing to team goals and encouraging and supporting other team members. Works collaboratively within their own team as well as with colleagues across LCM (Field and Head Office).
- 7. Drive:** Focuses on agreed priorities and manages time and effort to deliver excellence, to make progress against plans, and to achieve targets. Innovates and works to improve gospel partnerships with supporters. Proactive to get things done and to keep things on track and resilient. Stewards well their time and resources. Anticipates potential blocks to progress and finds a way forward, asking for help and advice from their line manager and other colleagues when required. Takes initiative to develop new or better ways of doing things to meet specific fundraising needs or opportunities.
- 8. Values:** Our four LCM values clearly shape the way they work and relate with others.

This job description is not intended to be exclusive or exhaustive. It is an outline indication of activity and will be amended in the light of LCM's changing needs.

OCCUPATIONAL REQUIREMENT

London City Mission (LCM) is an organisation committed to preaching the Christian gospel to the people of London. The Fundraising and Supporter Partnerships team works as a bridge between the LCM ministry team and those organisations, churches and individuals who partner with LCM to share the Christian gospel with the people of London. A key element of this role is to affirm the supporters role in partnering with LCM to achieve our aims of sharing the gospel. The Fundraising and Supporter Partnerships team is expected to conduct the business of the London City Mission in line with the Mission's Evangelical Christian ethos and represent the London City Mission. They must have a willingness to share their journey to faith and the life-transforming message of the gospel, and lead and join in prayer meetings. It is therefore essential that the person appointed for this role has a full personal understanding of the Christian ethos which provides the basis for the strategy and objectives of the London City Mission and be an evangelical Christian.

Employees are required to agree to the Mission's Statement of Faith and Conduct.

This job description does not form part of a contract of employment

Here are some of the benefits we offer you

- Salary up to £27,600 for 3 days per week (0.6 Full time equivalent, depending upon experience. This equates to £46,000 full time equivalent).
- 25 days annual leave rising to 27.5 days after 4 years of service (this would be pr-rated for part time hours)
- 3 additional days off work to be taken by all staff in between Christmas and New Year as fixed days
- Additional leave on all bank holidays
- Blended approach to work - with some flexibility over days in the Office and working from home
- An attractive pension scheme with LCM contributing 11.5% of salary
- Clear Christian values underpinning all we do
- Regular LCM and team prayer events; monthly whole of LCM team days with worship, teaching, prayer, and updates; and an annual week of prayer in January
- Season ticket loan option (following completion of probation for permanent employees)
- Cycle to work scheme
- Support for professional membership subscriptions and CPD
- Active staff forum to ensure staff have a voice in people, well-being and safety matters



MISSION

LONDON

CITY