

Spear Partner Fundraising Manager

About Spear

We launched the award-winning Spear Programme over 20 years ago, and there are now 18 Spear Centres across the country, equipping unemployed 16–24-year-olds facing barriers to employment with the skills and mindset they need to secure work and thrive in the workplace.

Spear operates a joint venture model with churches across the UK to run our Spear Centres. Some Centres operate in collaboration with independent charitable trusts, while others are run directly with the local church (*both referred to below as 'Spear Church Partners' or 'Church Partners'*) As a result, the Spear Partner Fundraising Manager role requires raising funds for both churches and charitable trusts.

About the role

Spear is in an exciting time of growth, as we expand our work nationwide. You will play a pivotal role in equipping new and existing Church Partners to build sustainable, thriving Spear Centres that transform young people's lives.

With an annual fundraising target of £125k, you will combine strategic insight, relationship-building and hands-on application writing, as well fundraising advice to help Church Partners grow diverse and resilient fundraising streams. Working closely with Trustees, Church leaders and Spear's Central teams, you will strengthen funding pipelines, unlock new opportunities and ensure partners are supported every step of the way.

Role Responsibilities

Provide training and strategic fundraising support to Spear Church Partners

- Support current and new church partners to develop a diverse fundraising strategy (including Trusts and Foundations, corporate partnerships, community fundraising and individual giving) tailored to their area and situation
- Deliver fundraising training and provide tailored guidance for Church Partners - particularly those in their formative stage, equipping them with relevant resources to strengthen their fundraising efforts
- Oversee regular check-ins with Church Partners on fundraising progress

Fundraise on behalf of Church Partners

- Work with Church Partners to write and submit applications to suitable Trusts & Foundations, corporates and statutory bodies
- Submit an average of 3-4 Trust, corporate or statutory applications a month on behalf of Church Partners
- Research suitable Trusts and Foundations, review smaller applications and support with reporting to larger funders as required
- Work with Church Partners to maximise current relationships with Corporate and Employer partners, helping them to secure funding where possible
- Work with Church Partners to develop stewardship plans for funders (e.g. Trusts, Corporates and individual donors)



- Co-ordinate approaches from different Church Partners to Trust and Corporate funders, ensuring a joined-up approach

Support Church Partnership Growth and Financial Stewardship:

- Work closely with Spear's Church Partnerships team to identify fundraising opportunities for potential and new church partners, to inform decisions around Spear Centre viability as part of our growth strategy
- Work closely with Spear's Finance team to update the wider team on Church Partner's financial status, ensuring any risks are escalated in a timely manner
- Ensure that Church partner funding pipelines are kept up to date

Active participation in and Spear's mission and ethos

- Help build and develop Spear's ethos and Christian life including leading and contributing to daily collective and personal prayer meetings which are an integral part of Spear's operation

Person Specification

- A practising Christian, passionate about personally representing the values and beliefs of Spear, and our mission to equip and support young people facing barriers to employment
- Creative, self-motivated forward planner who exercises initiative, with the ability to prioritise workload, including working well under pressure
- Excellent written and verbal communication skills, with the ability to produce persuasive, high-quality fundraising applications
- Effective interpersonal skills and high emotional intelligence, with the ability to relate confidently to a range of stakeholders both, internally and externally
- Experience in fundraising, Trust and/or community fundraising desirable, with good working knowledge of other fundraising streams is desirable but not essential
- Strong quantitative skills including ability to work with and interpret impact data, fundraising pipelines and basic financial information
- Good IT skills, with a working knowledge of Salesforce and Microsoft Word, Excel, Outlook, and PowerPoint

Key information

- **Salary:** £37,000
- **Contract:** Full time (4 days considered) permanent. Monday – Friday with some out of hours work needed for events such as Spear Celebration. Ad hoc regional travel required to deliver training and support to partner churches.
- **Annual leave:** 28 days annual leave (including Christmas gift days) plus bank holidays

We are an office-based organisation and value the collaboration and opportunities to work creatively and build community that this offers us, with staff spending time in the working week both at home and in the London office.