



Scripture Union

JOB PROFILE: Trust Fundraiser

Mission Area	Team
Mobilisation	Fundraising
Position of Job in Organisation	
The Trust Fundraiser will report to the Senior Fundraising Manager.	
Hours of Work	
Full-time, Permanent.	
About Scripture Union in England and Wales	
Scripture Union is a national mission-movement, the aims of which are to create opportunities for children and young people to explore the Bible, respond to Jesus and grow in faith. Our priority is to reach those who don't yet know Jesus. In all its work, Scripture Union aims to care for children and young people, share God's good news, and offer choices and opportunities, whilst being credible, relevant, and inspiring.	
Vision of SU in England and Wales	
Our vision is to see a new generation of children and young people have a vibrant, personal faith in Jesus.	
Purpose of the team	
To generate income to drive and grow the mission of Scripture Union. <ul style="list-style-type: none">To increase fundraising income by 15% year-on-year by reviewing and improving existing programmes and developing new income streams. To ensure our supporters feel part of the SU Movement through positive personal relationship. <ul style="list-style-type: none">To increase supporter base by improving attrition rates and recruiting and retaining new donors. To grow and maintain engagement between SU and the Church. <ul style="list-style-type: none">To develop existing church engagement and build relationship with new church connections. To make efficient and appropriate use of the fundraising resources, tools, and methods available to us. <ul style="list-style-type: none">To trial new fundraising approaches and implement successful methods. To establish a practical theology of Fundraising across the SU Movement.	
Purpose of the job	
Working in partnership with key staff across the SU Movement and consultants, the Trust Fundraiser will help deliver an ambitious growth in income to support the work of Scripture Union England and Wales. They will play a key role in increasing awareness about Scripture Union's ministry, to Grant making organisations, building an effective portfolio of Trusts and Foundations who will actively engage in the resourcing and equipping of the Scripture Union mission, to reach the 95% of children and young people who don't go to church.	
Dimensions and quantities	
The most important dimensions and quantities for this job are: <ul style="list-style-type: none">Reporting to the Senior Fundraising Manager.	



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- Cultivating new grant making organisation relationships and securing new relationships.
- Stewarding existing grant making organisations.
- Managing the fundraising budget and targets concerning grant making organisations.
- Working with the Senior Fundraising Manager to communicate strategic cases for support in a relevant and timely manner.
- Generating income from grant making organisations, growing in excess of £1m pa through the development of the grant making programme.

Key accountabilities

The key accountabilities for this job are to:

- Implement the grant making strategy, delivering on income targets on an annual, three-year, and five-year basis.
- Deliver effective grant making programmes by building on the loyalty of existing trusts and foundations, and by bringing forward new grant making relationships, conducting tests, and evaluating progress at each step.
- Draw on support from across the organisation, use the compelling cases for support, to enable the development of substantial new grant making initiatives that drive income growth.
- Steward important grant making relationships towards agreed organisational goals. Build, develop and deliver first class account management with trusts and foundations who have the capacity and passion to give to the work of Scripture Union.
- In conjunction with relevant members of other teams develop and maintain a strategy for ensuring effective and timely reporting to grant making bodies.
- Responsible for influencing board members and other senior staff to act as advocates for SU and encourage peer to peer fundraising for those who have contact with grant making bodies.
- Report on key performance indicators to evaluate performance, identify opportunities to improve effectiveness and provide the Senior Fundraising Manager with monthly progress reports.
- Develop and maintain adequate trust and foundations records, on both donors and the programmes in which they are interested.
- Represent the society to grant making bodies face-to-face, in writing and by telephone.
- Take on other tasks, duties, or projects commensurate with the general level of this post.

In common with all members of staff, to:

- Further the aims and objectives of Scripture Union, working in accordance with its ethos.
- Be part of the prayer life and fellowship of Scripture Union, including staff prayers, days of prayer and worship, and staff conferences, which combine prayer, worship and strategy.
- Undertake personal development through study and reflection, work reviews and in-service training.



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Key performance indicators

- The key performance indicators for this job are:
- Identify 50 Trusts to be working on at any one time.
 - 20 currently giving.
 - 20 warm prospects.
 - 10 cold prospects (research is an ongoing practice, need to keep your pipeline full).
- 16 applications a month.
- 16 calls a month in advance of making applications.
- 3 – 4 face to face meetings per month to connect with grant making bodies.
- An average quarterly target of £63K.

Educational and / or training qualifications and certificates

The person appointed will:

- A graduate-level qualification or equivalent experience in a relevant subject area.
- A qualification in fundraising or formal training in this area would be beneficial.

Person specification

The person appointed will:

- Be an experienced trust fundraiser who has a sound knowledge of the UK Christian marketplace and the attitudes and motivations of Christian grant making bodies.
- Be an excellent communicator with a proven track record in project managing trust fundraising campaigns.
- Have proven track record of soliciting high value gifts from trusts and foundations and of developing long term relationships.
- Have experience of arranging events and organising high-profile meetings with senior colleagues, stakeholders, and grant making bodies, if required.
- Have excellent networking, negotiation and influencing skills.
- Be an enthusiastic team player and be competent at working effectively on your own, as well as part of a team.

In common with all members of staff, the person appointed will:

- Be a committed Christian in sympathy with the aims and ethos of Scripture Union and who has an active involvement in the mission of a local church.
- Seek to have a sound biblical understanding that is applied in daily living and encouraged in the lives of others.

Necessary technical / functional skills

The person appointed will have:

- A fundraising background, operating within a charity context (preferably Christian based) including over three years' experience in Trust fundraising.
- Proven track record in successful Trust fundraising and have secured high net-worth gifts.
- Ability to be a self-starter. Scripture Union's strategy demands significant increase in fundraising income and, as such, the role holder will need to rise to the challenge of



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growing trust giving.

- Experience of growing trust connections and income.
- The ability to work as part of a team, but also to work on your own initiative under pressure and to tight deadlines.
- Excellent interpersonal skills with the ability to build relationships internally and externally.
- An ability to develop persuasive propositions for religious audiences and manage relationships with trusts and foundations.
- Knowledge of the regulatory environment (e.g. data protection regulations, Gift Aid rules and regulations, IoF Codes of Fundraising Practice).
- An understanding of Customer Relationship Management (CRM).
- Demonstrable experience of databases and their use in relation to trust fundraising.

Required behavioural competencies

Commitment to goals & values	Shows commitment in theory and practice to the objectives, values and goals of the movement
Relationship building	Works to identify, build and maintain positive long-term relationships with colleagues and contacts
Determination	Demonstrates repeated effort, overcoming obstacles in order to achieve
Self-control	Performs effectively and maintains stamina in stressful and difficult situations. Able to keep emotions under control when provoked or when faced with opposition or hostility from others
Analytical thinking	Analyses problems and identifies the key issues, which need action. Assesses a situation in a systematic way, identifying time sequences, setting priorities, and drawing logical conclusions from the data
Persuasion	Builds persuasive, convincing and appropriately formulated arguments
Concern for excellence	Drives consistently towards improvement and excellence in all aspects of work
Results focus	Sets challenging yet realistic goals and objectives, focusing energy into striving to achieve them within agreed timescale
Thoroughness	Follows tasks through to completion with attention to detail and accuracy

Job profile updates

Updated by: Gaenor Hall

Date: 13.03.2020

Staff signatures

Line Manager:

Date:

Employee:

Date:

Human Resources:

Date: