



THE CHURCH
OF ENGLAND

**Diocese of St Edmundsbury
and Ipswich**

Parish Finance & Resources Advisor

Job Description

PURPOSE

The role of the Parish Finance & Resources Advisor is to support parishes in adopting sound stewardship practices to optimise parish finances. This could include promoting: the Parish Giving Scheme (PGS), Gift Aid and GASDS, legacies, grants and funding guidance, amongst others. This client-facing role primarily functions as the enabler of the stewardship strategy, entailing regular and direct contact with PCCs, treasurers, incumbents and other key stakeholders.

REPORTING TO

The Parish Finance & Resources Advisor reports to the Parish Finance & Resources Manager.

KEY CONNECTIONS

Parochial clergy, PCC treasurers, Deanery Organisers, Finance Director, Parish Finance & Resources Manager, Diocesan Secretary, Director of Mission and Ministry, Head of DAC and Pastoral Committee, Archdeacons, and national officers.

KEY TASKS / RESPONSIBILITIES

- Work alongside PCCs, diocesan staff and other key stakeholders to promote sound stewardship practice, developing and sharing resources with parishes.
- Promote planned giving, encouraging the adoption of the Parish Giving Scheme (PGS) by both parishes and donors through direct contact with relevant stakeholders. Take ownership of the PGS, acting as the first point of diocesan contact.
- Maximise parish income through the promotion and uptake of digital giving platforms, notably contactless card giving.
- Encourage parishes to adopt legacy best practice.
- Encourage all parishes to seek competitive quotations, notably through registering with the national church's procurement arm, Parish Buying.
- Assist the Parish Finance & Resources Manager in promoting the wider stewardship toolkit (funding and grants, contactless giving, community engagement, GASDS, etc).
- Explain to parishes the purpose of Parish Share, in the context of supporting mission and ministry, and engage and support them in developing their strategies to maximise Share contributions.
- Work across departments towards mutual goals such as fostering parish growth, notably alongside the Mission and Ministry department.
- Be a visible presence amongst parishes, making a difference.

KEY OBJECTIVES

Attached to this role are five objectives, which are in place to ensure that the successful candidate makes an observable, direct impact on the parishes they serve. The objectives are set across an initial five-year window and are as follows:

- Provide 1-2-1 stewardship support to at least 40 parishes/year.
- Ensure that 60% of all parishes are engaging with the Parish Giving Scheme.
- Ensure that 100% of benefices (groups of parishes under the same vicar) have access to at least one contactless device.
- Increase the number of parishes receiving a legacy each year to at least 25% (111 parishes).
- Work towards 100% of parishes being registered with Parish Buying.

OTHER DUTIES

- Attend meetings of Diocesan Synod and committees as required.
- Work collaboratively with colleagues both within and apart from the Finance & Parish Resourcing Team.
- Act as an intermediary between parish and diocese, ensure effective communication at all levels of engagement.
- Promote the sharing of good practice.
- Attend national and regional stewardship meetings.
- Maintain personal professional development appropriate to resourcing parishes.

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
Qualifications/Knowledge and Experience	
<ul style="list-style-type: none"> • Experience in a finance-oriented role such as procurement, budgeting, preparing investment cases, etc. • Experience in an administrative role with strong administration skills and attention to detail. • Experience of working with statistical data using Microsoft Office applications, in particular Excel. • Ability to summarise results in clear and concise format. 	<ul style="list-style-type: none"> • Experience of working within a Faith context • Knowledge of Church structures and governance arrangements • Experience of Parish Finances, accounts and reports • Diploma or equivalent level fundraising or marketing qualification
Skills and Abilities / Aptitudes	
<ul style="list-style-type: none"> • Excellent interpersonal skills, with the ability to establish strong professional working relationships with clergy & laity. 	<ul style="list-style-type: none"> • Quick and keen learner • Ability to think creatively and strategically

<ul style="list-style-type: none"> • A confident speaker, outgoing and engaging, with excellent oral and written communication and presentation skills • Resilient with strong influencing skills – able to deal with a range of views, challenge feedback whilst promoting scheme benefits and answering queries effectively. • Effective cross-departmental liaison – ensuring a joined-up approach is taken to ensure most effective rollout of stewardship initiatives. 	
Work-Related Personal Qualities	
<ul style="list-style-type: none"> • Enthusiastic and empowering, able to motivate others to give generously, leading by example to promote positive change. • Robust and able to work calmly under pressure. • Discretion handling sensitive and confidential information. • Able to work flexibly including some evenings and weekends. • Full driving licence and use of own car for work purposes with willingness to travel to meetings and conferences both locally and nationally. 	

GENERAL INFORMATION

Salary	The post is at D4-D5 of the St Edmundsbury & Ipswich Diocesan Board of Finance Salary Scales, pro-rata £22,735 - £23,580 (£28,419 - £29,475 FTE), depending on experience.
Pension provision	Membership of the Church of England Pensions Board Pension Builder 2014 Scheme following completion of probation period.
Hours of work	Part time 28 hours per week Monday to Friday with some flexibility required and offered. TOIL (time off in lieu) is applicable for evening and weekend working to be agreed with the line manager.
Holidays	25 days pro rata paid leave in addition to the usual public holidays plus Discretionary days (at Easter and Christmas).

Probation Period	Three months during which time progress is regularly reviewed and the period may be extended.
Notice period	During probation 2 weeks and thereafter 1 month
Place of work	Diocesan Office, St Nicholas Centre, 4 Cutler Street, Ipswich IP1 1UQ Remote working is offered as agreed with the line manager

NOTES: The current main duties and responsibilities of this post are outlined in the job description. The list is not meant to be exhaustive. The need for flexibility, shared accountability and team working is required. The post-holder is expected to carry out other related duties that are within the employees' skills and abilities, commensurate with the post's banding and whenever reasonably instructed.

It is the practice of the DBF to review job descriptions annually to ensure that they relate to the role as then being performed or to incorporate whatever reasonable changes that have occurred over time or are being proposed. This review will be carried out by the line-manager in consultation with the postholder before any changes are implemented. The postholder is expected to participate fully in such discussions and implementation.

For an informal conversation please contact Lee Jukes (Parish Finance & Resources Manager) on 01473 298551.

Applications marked 'Confidential Application' to be sent to: HR Manager at HR@cofesuffolk.org or by post to Diocesan Office, St Nicholas Centre, 4 Cutler Street, Ipswich IP1 1UQ.

Closing Date for Applications: *extended to* Tuesday 6 October 2020

Interview Date: Friday 23 October 2020