



Diocese of Newcastle

# Generous Giving Adviser

3 years fixed term

## Working Hours

3 days / 22.5 hrs per week

## Salary

£19,396 per annum (FTE £32,326)

## Benefits

- 10% of pensionable salary as an employer contribution into our pension scheme (9.5% contribution & 0.5% life cover)
- 25 days holiday, plus 4 customary days and bank holidays (pro rata for PT staff)
- Access to Electric Vehicle and Cycle to Work salary sacrifice schemes
- EV charge point availability
- Free parking

## Responsible to

Generous Giving Team Leader

## Other Key Relationships

Generous Giving Adviser  
Director of Mission and Ministry  
Communications Teams

## Job Purpose & Background

'Generous Giving' is a small but vibrant and established team that is part of the wider diocesan Mission and Ministry Team, under the leadership of the Director of Mission and Ministry. The focus of Generous Giving is to work with parish leadership teams (both lay and ordained) across the diocese to develop and promote a clear vision for Christian giving by building on and encouraging a culture of generosity and enabling giving through a variety of mechanisms. This includes helping parishes to create an annual giving strategy that supports their local vision, as well as the diocesan vision and sustainability through the parish share mechanism.

The Generous Giving Adviser will work proactively across the whole diocese to encourage the uptake of proven resources that support local parish funding initiatives including; regular giving, digital and online giving, legacy funding, grant application strategies and the use of financially efficient schemes such as Parish Buying. The Generous Giving Adviser will also promote, nurture and teach on Biblical generosity using existing discipleship resources.

This post is funded by the Archbishop's Council via the Church of England's National Giving Strategy. As such the successful applicant will receive additional support, resources and encouragement through the National Giving Network. This includes annual conferences, regular CPD training and an online community that meets each week.

## About Us

The Diocese of Newcastle is the Church of England's most northerly diocese. Formed in 1882, the Diocese covered an area almost equivalent to the then County of Northumberland. With 169 parishes across 2,110 square miles the Diocese covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria.

Under the episcopal leadership of our diocesan bishop, the Rt Revd Dr Helen-Ann Hartley and the suffragan Bishop of Berwick, the Rt Revd Mark Wroe we are resourced by two Archdeacons, and a team of lay and ordained officers who support the development of mission and ministry across the Diocese of Newcastle. Our Cathedral, under the leadership of The Very Revd Lee Batson, is a vibrant place of significance and worship.

There are 12 deaneries within 2 archdeaconries (Lindisfarne and Northumberland) which serve a population of 831,600 people across a variety of communities ranging from sparse rural to market towns, suburban and larger inner-city areas. We have a current cohort of 107 stipendiary clergy (office holders) as well as 26 self-supporting clergy and 43 Readers alongside a number of chaplaincies, pioneers, and new and emerging worshipping communities.

A central support team is based at Church House, North Shields. Church House is also the base for the Joint Education Team and Joint Communications Team (both serving the Dioceses of Durham and Newcastle), the Lindisfarne College of Theology and a well-stocked Religious Resources Centre.

As a diocese we are being called by God to turn outwards in mission, enabling more and different people to encounter God's love. We are mindful of the realities of our diverse contexts, and thinking beyond the congregations we see now. We have a vision to be seeking, sharing and sending. Seeking through being open to God's transforming love; sharing through being generous with God's transforming gifts; sending through being engaged in God's transforming work in the world.

### Lindisfarne Deaneries



### Northumberland Deaneries

- 1 Newcastle West
- 2 Newcastle Central
- 3 Newcastle East
- 4 Bedlington
- 5 Tynemouth



## Key Duties & Responsibilities

- Build and maintain excellent working relationships with clergy and lay leaders throughout the differing church traditions in the Diocese of Newcastle.
- Encourage and nurture a broad understanding of Christian giving in the context of discipleship, enthusing both people and parishes in the theology and practice of giving.
- Promote and facilitate sessions that help to develop an understanding as to how mission and the role of the church in our communities can be supported through generous giving, providing support for parishes who wish to carry out a giving review or similar campaign.
- Work with colleagues to deliver a range of projects which enable generous giving goals to be achieved e.g. promotion of the Parish Giving Scheme and other digital giving mechanisms, including online and contactless giving, legacy giving and guiding parishes who wish to access grant funding and other information through the newly developed Cornerstone platform, available for free to all Church of England churches.
- Seek out opportunities to promote generous giving – with an emphasis on financial giving - as part of discipleship, in addresses to church leadership groups, clergy, lay leaders, congregations and worshipping communities, and in diocesan publications.



- Identify and address the obstacles to generous giving i.e. what prevents individuals and parishes from exercising Christian generosity as part of discipleship, including areas such as; knowledge, understanding, culture, mindset, capacity or capability.
- Promote a range of resources and programmes which can be used in parishes and deaneries to equip people with an understanding of generous Christian giving, directly facilitating programmes where appropriate.
- Support existing training for church volunteers, lay leaders and new clergy, and identify new opportunities for training and development in other contexts, both online and in person.
- Promote a holistic understanding of generosity that also includes time, talent, missional hospitality and generosity of spirit.
- Seek out and share stories and good practice of giving as part of discipleship from within the diocese and elsewhere.
- Encourage joint working within deaneries and / or between parishes to increase collaboration and limit isolation, strengthen leadership, build confidence, share experience, and provide mutual support.
- Contribute to the Generous Giving Team's social media presence, encouraging feedback and dialogue.
- Work with Diocesan Communications Team and Net Zero Team to support the development of a programme of regular communication to parishes on opportunities and resources available to support their fundraising and giving efforts.
- Contribute to the vision and values of Newcastle Diocese through active partnership and participation in the Mission & Ministry Team.
- Create and maintain excellent links with the National Giving Advisor Network and Team, including Parish Buying and the Parish Giving Scheme.



Lay Ministry gathering to reflect on God's generosity | St Mary's Ponteland

# Person Specification

## Qualifications

- |  |   |
|--|---|
| • Educated to degree level or equivalent, preferably in theology, finance, marketing, or a business-related subject. | E |
| • Full UK driving licence.   | E |
| • Membership of the Chartered Institute of Fundraising.  | D |

## Experience

- |   |   |
|---|---|
| • Managing initiatives that encourage giving or participation, e.g. fundraising campaigns, membership drives, community engagement, or volunteering programs.                 | E |
| • Motivating and empowering people or organisations to pursue new initiatives and behaviours to achieve shared goals.   | E |
| • Using digital tools for communications and giving, such as online platforms, social media, or email campaigns to engage supporters.   | E |
| • Initiating new relationships and developing them over a period of time.   | E |
| • Working in churches, faith-based organisations, or other Christian charities, particularly relating to Christian giving, fundraising, stewardship, or community engagement. | D |
| • Experience of identifying funding opportunities and a track record of developing successful grant proposals.  | D |
| • Preaching and teaching on giving and generosity.  | D |
| • Working with volunteers or teams across multiple locations.   | D |

## Knowledge

- |  |   |
|--|---|
| • Broad understanding of the theology of Christian giving and generosity and a willingness to teach and communicate these biblical principles effectively. | E |
| • Knowledge of strategies for inspiring generosity, participation, engagement, and behavioural change within communities.                                  | E |
| • Familiarity with traditional and innovative fundraising approaches, especially in church or charity contexts.  | E |
| • Awareness of how churches encourage giving and manage donations e.g. Gift Aid, digital giving platforms, legacy giving                                   | D |
| • Understanding of general fundraising concepts; donor engagement, legacy giving, ethical practices in a charity context.                                  | D |

## Skills

- Excellent time management skills; able to manage a broad range of workflows simultaneously, delivering results on time and in line with agreed objectives and goals. E
- A passion and talent for helping people grow in their personal discipleship - understanding giving as a part of that discipleship journey. E
- Excellent verbal communication, presentation and written skills. E
- Good listening skills with the ability to read situations to respond and challenge appropriately and effectively. E
- Strong IT skills which include; Excel, Powerpoint, Canva and an ability to use social media effectively. E

## Personal Qualities

- A self-starter and a team player with the ability to demonstrate enthusiasm and resilience. E
- Ability to relate to and value all people and traditions within the Church of England. E
- Confident in engaging with all kinds of people in conversation about faith, finances and other sensitive issues. E
- Committed to the mission of the Church and the need to resource it effectively. E
- Committed to personal and professional development. E
- Committed to knowledge sharing across teams. E

## Other

- A Genuine Occupational Requirement exists for the postholder to be a practising Christian. E
- Ability to work flexible hours, which may include occasional evening and weekend commitments as required. E
- Access to a car insured for business purposes (mileage paid at a competitive rate). E

## Diversity

This role is open to a lay or ordained person. We are committed to building a diverse and inclusive workplace and encourage applications from all backgrounds, particularly those from UK Minority Ethnic / Global Majority Heritage (UKME/GMH) background who are currently underrepresented. We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual;
- reflects the diversity of the nation that the Church of England exists to serve;
- fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, customers and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

## Standards of Behaviour and Conduct

Employees are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

## Health and Safety Responsibilities

The Newcastle Diocesan Board of Finance takes Health and Safety at work very seriously and require their employees to familiarise themselves with, and follow, their policy

### How to apply

To apply for this post please [click here](#).

**Closing Date:** 30<sup>th</sup> March 2026

*To arrange an informal conversation about the role please contact Joanne Christie, Generous Giving Team Leader: [j.christie@newcastle.anglican.org](mailto:j.christie@newcastle.anglican.org)*

