



flourish

Fundraising and
Engagement Lead

INFORMATION PACK

flourish

Hello!

We are Flourish! A Christian charity, founded in 2015 and based in Leamington Spa. We have a vision to see a generation of girls aged 11-18 set free from the issues and pressures holding them back and flourish to their full God-given potential.

Through our small staff team and 25 dedicated and passionate volunteers from our local churches, we deliver mentoring programmes to schools and in the community; helping girls explore key issues including self-esteem, identity, body image, friendships, managing emotions, aspirations and more. The theme of value and worth underpins all of our work.

Girls are often hitting press headlines with statistics reflecting the poor sense of wellbeing we were seeing. A quarter of girls aged 14 have self-harmed and 7 out of 10 girls do not feel good enough. The Covid-19 pandemic has exacerbated the problem further with more young people than ever struggling with their mental health; we have seen a sharp increase in referrals over the past year.

Our charity is growing and developing its delivery and reach. Our team of staff and volunteers have been working in 10 of our local schools and a number of churches through:

- **Flourish Course**

Our signature course, which runs over 8 sessions for small groups of 8, exploring issues and pressures girls face the most.

- **Rebuild**

A 6-session small group course, helping girls develop strategies for emotional resilience.

- **Flourish Mentoring**

Our one-to-one mentoring programme, usually providing 12, weekly sessions of support with a dedicated mentor.

- **Flourish Course+**

A faith-based version of our course to local church youth groups. Girls have the opportunity to explore self-worth, life and faith together through the lens of their identity in Christ.

- **Replication**

In 2019 we successfully won a place on the Cinnamon Network Project Lab. Through Cinnamon support we are seeking to replicate our resources; training churches across the UK to connect with their local schools and meet the needs of girls in their communities.

It is in the context of the growth of our charity that we now seek to employ a Fundraising and Engagement Lead, to lead and develop this increasingly important area of work. A key aspect of this role will involve identifying well matched grant funding opportunities and submitting grant applications.

We are looking for someone who is naturally gifted with excellent verbal and written skills; has a creative flair to make things look and sound great, and is wholeheartedly passionate about sharing the work we do with trusts, individuals, businesses, churches and local community groups.

If this challenge appeals to you and you have the necessary skills and experience then we would be delighted to receive your application.

Kerstin Friend

Cofounder and Director - Flourish

“I have learnt to see a new side to myself in a sense of self-worth and the positives of myself. Seeing it written down and on sheets makes you realise the focus is on you and you can't control what others think. When I look back at my journal, I can see a more positive side to myself and believe the qualities about myself.”

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Flourish Team Structure

The Flourish team is a mix of employed staff and dedicated volunteers.

Trustees - 4 trustees, Chair- Kate Munday

Co-founder and Projects Director – Char Bevan (p/t)

Maternity cover – Jenny Dean (p/t)

Co-founder and Operations Director – Kerstin Friend (p/t)

Project Worker – Helen Laycock (f/t)

Service Administrator – Caroline Boyd (p/t)

Volunteer Team – 25 volunteers providing one-to-one mentoring and group course sessions and admin support.

Summary of Key Responsibilities

- To work under the leadership and guidance of the Flourish director's and to maintain regular communication with them and to create Flourish fundraising strategy and action plans; identifying key funding opportunities including grants and local community-based initiatives, corporate involvement and individuals.
- To write and submit grant applications to trusts. This will form a significant part of the role.
- Contribute and action ideas to increase our regular donor base and other community-based funding initiatives including crowd funding appeals.
- Establish and lead/support a volunteer fundraising event team, to run at least 2 events per year.
- To forge, nurture and maintain quality relationships with our key donors including individuals, organisations and trusts and churches. This will involve excellent communication and storytelling; including in writing, our social media channels and if necessary, in person; thanking them, sharing the impact of their giving, our funding needs and prayer requests.
- To promote and communicate fundraising campaigns, events and corporate involvements through the appropriate channels including social media, newsletters, mailing lists, local press and presentations.
- Provide monitoring reports and feedback to trusts and donors.
- Keep our donor database up to date and ensure gift aid forms are completed when appropriate from individual givers.
- Maintain excellent and professional working relationships. Liaise with other Flourish team members to ensure clear cross team communication and collaboration.
- Attend team meetings and be involved in the leadership Flourish prayer and praise events for our wider team and supporters.
- Represent and contribute towards developing Flourish's Christian ethos and values.

Person Specification

Knowledge and Experience

- Well-developed literacy and numeracy skills.
- Experience in fundraising and grant application writing in the charity sector.

Skills and Abilities

- Excellent written and verbal communication skills.
- Skilled in using social media and digital channels for communication.
- Good with words and visuals, able to make things look and sound great.
- Naturally gifted at building rapport with different people groups/stakeholders, including Christian and secular trusts/organisations and the local Christian community and churches.
- Fully computer literate and comfortable with the main Microsoft Office tools, internet, and emails.
- Able to meet deadlines.
- Can work independently and as part of a team.
- Able to uphold and contribute to the Flourish Christian ethos, values and Statement of Faith.

Qualities

- Passionate about telling people about the great work Flourish does.
- Trustworthy and reliable.
- An eye for detail.
- Organised and efficient.
- A self-starter with a “can-do” and proactive attitude.
- Not afraid to take the initiative.
- Committed and active Christian faith (GOR)

Conditions of Employment

Reports to: Flourish Directors

Hours: 18 hours per week (This can be worked flexibly.)

Salary: £26,000 pro-rata (based on a 37.5hr week) plus, a pension of 3% of qualifying earnings to the Government NEST pension scheme.

Length of post: 1 year, extension possible with funding. There will be a 6-month probation period.

Location: Based at the Flourish office, when social distancing rules allow. (First Floor, Unit 4, Jephson's Court, Tancred Close, Leamington Spa, CV31 2HA.) Flexible home working is possible in agreement with your line manager.

Holiday: Holiday entitlement is 25 days (pro rata) paid leave each calendar year, plus bank holidays (pro rata).

Termination: 3 months by either party.

Safer Recruitment: A basic DBS check and 2 references are required to start this role.

Training: There will be initial training to support the role as well as other relevant training opportunities. You will receive regular updates on organisational activities and support, advice and guidance from your supervisor.

What's in it for you?

As the Flourish team grows, we aim to be a passionate bunch; able to support, encourage, honour and spur each other on as we serve Jesus and the girls we are working together to support. We will provide regular team time for all the team together to inspire, feedback, share and pray. We aim to ensure team members do not feel isolated but are part of a dynamic movement and exciting vision.

We will make sure you have the support, training, advice and resources you need to do your role safely, effectively and enjoyably.

How to Apply

To apply for this role, please email the following documents to kerstin@youcanflourish.co.uk

- Flourish application form
- A covering letter, which tells us:
 - Why you are a good match for this role.
 - How you meet the expectations of the person specification.
 - 5 ways your friends might describe you.

The closing date for applications is Wednesday May 12th, 12:00pm MIDDAY.
Interviews dates; Tuesday and Wednesday 25th and 26th May.

Any questions, please don't hesitate to ask: call Kerstin Friend on 07729 980 245.
Or email hello@youcanflourish.co.uk



Our Values

At Flourish our values are really important to us, they are not just words, they thread their way through everything we do, shaping every encounter and experience from one-to-one sessions with our young women to trustee meetings. We strongly believe that when a healthy life-giving culture is developed in an organisation, everyone the organisation comes into contact with flourishes.

Jesus is at the centre of Flourish. At Flourish we are spurred on by his desire to see lives restored, rebuilt, set free and reunited with the God who so intentionally and thoughtfully created them. Flourish is underpinned by a foundation of prayer and worship. We believe that Jesus brings light and life to our community and Flourish strives to do the same. Our faith shapes our practice; we treat others with love, respect, kindness, care and dignity.

At Flourish we are **courageous**, Flourish was born from courage and is characterised by courage to step out, to make changes and to speak out in the face of our fears and challenges. At Flourish we encourage everyone to be bold, brave and strong. Through our actions we hope others will find permission to be courageous too.

At Flourish we have a culture of **honour**, where everyone, from our young women, to our volunteers, to our trustees are actively praised, respected and cheered on. We celebrate everyone's victories. We believe that everyone is a person of high value. In all we do we will seek to draw out, restore and hold highly the value of everyone we work with by honouring them.

Flourish is **generous** in spirit and action. We believe that generosity is a beautiful characteristic. At Flourish we are abundantly encouraging, giving of our skills and ability and unconditionally loving in order to empower others.

At Flourish **excellence** runs through all that we do. We pursue excellence in both our character and action. We believe that the young women we work with should have the best and so are committed to every aspect of our work being of the highest quality. Flourish encourages an environment of creativity and growth, setting the standard of quality and innovation. Flourish will be known for our reliability and trustworthiness.

Flourish is a **carrier of hope** for every young woman's circumstance and situation and we are confident that everyone has vast potential. In every opportunity we seek to be a voice of truth and hope, drawing out the character, strengths and skills that exist in everyone we work with. Flourish will be known for releasing young women into their world changing capabilities.

Statement of Faith

God and the Human Race

We believe our God is one; Father, Son and Holy Spirit.

We believe in God's sovereignty – in creation, revelation, redemption, judgment, and the coming of his kingdom.

We believe God calls out from the world a people united to Himself and to each other in love.

We acknowledge that God made us in His own likeness and image, gives us dignity and worth, and desires for us to have a relationship with Him. However, all people have sinned and come short of God's glory and are subject to God's judgment, punishment and separation from Him, but God has made salvation possible and shown us His love and grace through His death on the cross and resurrection of Jesus Christ. All who repent and trust in Jesus are reconciled with God and receive eternal life.

We believe in Jesus Christ as Lord and God; as truly human, born of the virgin Mary; as servant, sinless, full of grace and truth; as only mediator and saviour, dying on the cross in our place, representing us to God, redeeming us from the grip, guilt and punishment of sin; as Victor over Satan and all his forces, rising from death with a glorious body, being taken up to be with His Father, one day returning personally in glory and judgment to establish His kingdom.

We believe in the life-transforming ministry of God the Holy Spirit who convicts of sin and judgment, leads to faith and repentance, and unites believers to Christ, making real in them what Jesus has accomplished. Through Christ, God's Spirit is poured out on all believers enabling them to live in unity and to bear the fruit of holiness, Christ-likeness and practical obedience. The Spirit gives gifts and power to proclaim and demonstrate the gospel.

The Scriptures

We believe that the Old and New Testament scriptures are God-breathed, since their writers spoke from God as they were moved by the Holy Spirit; therefore, are fully trustworthy in all that they affirm; and are our highest authority for faith and life.

The Church and its Mission

We recognise the Church as the body of Christ held together and growing up in Him; both as a total fellowship throughout the world, and as the local congregation in which believers gather.

We acknowledge the Commission of Christ to proclaim the Good News to all people and to go and make disciples.

We acknowledge the command of Christ to love our neighbours, resulting in service to the church and society, in seeking reconciliation for all with God and one another, proclaiming freedom from every kind of oppression and injustice, until he comes again.