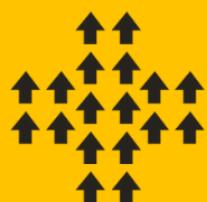


Chief Partnership Officer

Role Description and Recruitment Pack



Contents

Contents..... 2

Dear potential applicant, 3

Welcome to Stewardship 4

Our vision and values 4

Our unique set of services: 5

Context to this recruitment..... 6

Role description..... 7

Person Specification 8

How to apply for this position 9



Dear potential applicant,

I have had the privilege of leading the Stewardship team during a season of significant growth and transformation. We are now looking for a strategic leader to join our team to help us take the third and most important step yet in our transformation journey. The Stewardship team are now prayerfully seeking a Chief Partnership Officer who can help us reach our full potential to be the greatest possible blessing we can be to churches and charities.

In 2019, we took our first transformational step and launched our Philanthropy division; in 2020, it was named Philanthropy Team of the Year by the foremost global body of professional advisors to wealthy families. In early 2021, we took our second step by revealing a refreshed branding and technology platform to support a much broader group of individual givers. So, as we stand today, we support over 40,000 generous Christians to give over £100m each year to 6,500 Charities, 4,500 Churches and 2,500 mission workers. Now we are ready for the third step in our transformation process: to become a better supportive and enabling partner to churches and charities.

Stewardship already offers a range of services to help churches and charities. For example, we offer a payroll service, accounts examination, and advisory support on HR, legal and financial oversight challenges. We also provide high-quality training to hundreds of churches and charities. Many value our services and some even say how they 'love Stewardship' – but we want to be so much more to these amazing ministries. We want to serve, equip, resource, and become true partners with them, so they can flourish in their stewardship and rightly focus on their ministry as God intended. We want to move from having strong but narrowly defined relationships to being seen as a real partner in ministry to the full extent a church or charity needs us. This enhanced relationship will provide essential input to improve our current services and co-create new ways we can serve both donors and our church and charity partners.

We are looking for a leader with a passion to help churches and charities better steward their resources for the good of the Kingdom. This leader will be an active listener and an entrepreneurial partner to enable church and charity leaders to achieve their organisation's vision and grow impacting ministries. The Chief Partnership Officer will lead a team that strengthens our capacity to be an excellent partner to an ever-widening network of those we might serve.

Does this vision excite you? Do you want to engage with the needs of churches and charities of all sorts and sizes? Are you hungry to help build these ministries to see them thrive - to better raise, steward and use funds for the Kingdom? Are you a relational leader, motivated by seeing others excel? Are you motivated by the prospect of enhancing the diversity and impact of church and charitable missions? Are you able to help Stewardship create game changing partnerships, relationships, and indeed lasting friendships?

If this sounds like your calling, then please contact us to start a conversation.

Stewart McCulloch, CEO

Welcome to Stewardship

Big or small. First or last. Given or received. We make every gift count.

We're a place where connection happens - where those called to give meet those called to go. A community of generous stewards uniting to use all God has given us to love Him, love one another, and love our neighbours as ourselves.

We help Christians give and we strengthen the causes they give to.

We call this **Active Generosity**.

Our vision and values

Our vision is for the world to encounter Jesus through the generosity of His Church.

At our core, as believers in Jesus Christ, are the biblical values of:



Generosity



Integrity



Relationship



Excellence

For over 100 years, we've helped Christians, charities and churches activate generosity, resource their calling, and make a difference in Jesus' name.

In 1906, Stewardship was created by a small group of Christians uniting to release generous gifts and financial support to Christian ministries in the UK and overseas. Among their number were professionals and philanthropists, chemists and church planters, factory workers and evangelists, with each giving as they were able.

Today, we help over 40,000 people live out their calling to be generous stewards, giving more than £100 million each year to over 6,500 charities, 2,500 Christian workers and 4,500 churches.

Our methods have changed, but our mission remains the same.

Our unique set of services:



Three ways we serve:

Philanthropy: As a trusted advisor to Christian philanthropists since 1906, our personalised service is here to free the 700 philanthropists we serve from the complexities of managing larger charitable funds and so to partner with them to maximise the impact of their giving. Our team won the STEP Philanthropy team of the year in 2020.

Generosity: The Stewardship Giving Account supports 40,000 generous Christians to activate their giving potential and support the causes they care about. By managing all their donations in one central place, they increase their impact, discover new charities to love and boost their donations with Stewardship's Instant Gift Aid. Our new website has very significantly enhanced tools to inspire, engage and empower an ever-larger group of givers.

Partnership: We serve over 4,500 churches and 6,500 charities. As new ministries start out, we provide packages of training and services including charity formation, a church planting pathway, and a host of other support. For more mature churches and charities we serve them with lending, personnel, fundraising and accounts examination services. For both growing and larger churches and charities we run training, helplines, learning communities, conferences and engage in active partnerships to grow the Kingdom.



Three core capabilities:

Finance: We are active stewards aiming to use all of our resources to help grow the Kingdom. Our finance team stewards a balance sheet in excess of £200m in assets including providing increasingly engaging investment choices behind our philanthropy offerings including social investments. Over the last few years this has included building a nearly £26m portfolio of church loans, together with the acquisition of Kingdom Bank.

Technology: We have made very significant investments in client facing technology. By the close of 2021, we will be able to claim to truly offer a digital product platform that can fully embrace agile customer led development. This has included significant upgrades to our security, development, testing and personalisation capabilities.

People: We aim to be the best place to work possible and are putting real effort into continuous improvement of our employee proposition. We have a great Christian ethos, a resilience proven through the pandemic, and we have grown a good number of our new leaders. This year we are building a program that will take all of our people, culture and place capabilities to the next level, with the clear intent to be a great place to grow as a Christian, professional, and leader.

Context to this recruitment

We formed our Partner Services Division at the end of 2020. Having created the division and led it for a year, our founding Chief Partnership Officer (CPO), Frances Miles, who had been serving with Stewardship for over a decade, stepped down in December 2021 to pursue her church, charity, and family interests. We are now seeking a new leader for this critical area of Stewardship at an important inflection point in its development.

The division currently comprises 28 people in four main areas:

1. **Serving:** We currently provide accounts examination and payroll services to over 1000 churches. Our intent is to bring these services together in a new limited company adding book-keeping and other services to create a well-rounded offering for churches and small charities.
2. **Equipping:** We currently run trustee training and a range of other courses and events aimed at equipping church and charity leaders and treasurers. Our intent is to implement a learning development platform and round out our offering into a curriculum for active stewardship to better equip such leaders.
3. **Resourcing:** We currently provide funds to 4,500 churches and 6,500 charities through our giving platform. Our intent is to upgrade our interface with these organisations so that our platform becomes significantly more useful to them. We are also commencing the development of a product that would make it extraordinarily attractive for churches and small charities to manage all their giving through us.
4. **Partnering:** We engage with our wider community and respond to enquiries in an effective way. Our intent is to transform our interactions to ensure churches and charities know we are here to serve them, to ensure we can take those that need us on fruitful customer pathways and that we serve our clients in a responsive and pro-active way.

Our vision is that many of these relationships will broaden and deepen as churches plant and mature and as ministries revitalise – and that as many flourish in the years ahead, we can be there to help with finance, people, leadership and governance advice, training and services.

We are starting to develop the plan, beginning to secure the resources and building the team for a new leader to take charge of what will be a significant blessing to the Church.

Our prayer is that the whole organisation will be a supportive space where generous Christians and the ministries they love can form lasting relationships and thereby to transform generosity and stewardship for the Kingdom.

Our ambition is to more than double the donations we source and administer to churches and Christian charities in the next three years – imagine what another £100m per year could achieve for the Kingdom?

Role description

Role Description:

To lead our Partner Services Division reporting to the CEO.

To be a member of the Executive Leadership Team of Stewardship.

To be Stewardship's relational ambassador developing partnerships with church and charity leaders and strengthening other team members' capacity to do likewise.

To work with church and charity leaders to improve our current services and develop new ways Stewardship might enable their work.

To lengthen, broaden and deepen our church and charity relationships.

To oversee the way Stewardship can serve, equip, resource, partner and indeed inspire churches and charities to flourish in their ministries.

Key responsibilities:

Responsible for broadening and deepening our church and charity relationships at leadership levels.

Responsible for supporting growth in donations to church and charity partnerships across our whole platform including three key developments:

1. Upgrading our user experience to dramatically improve engagement within our current giving platform for our church and charity partners
2. Design and launch of an entirely new giving product tailored for the specific needs of Churches
3. Innovation and development within our 'CauseFinder' offering to help churches and charities connect and form relationships with generous Christians on our platform

Responsible for development of our training, tools and services to assist churches and charities raise and steward funds for their ministries.

Responsible for developing and growing high value adding services to strengthen churches and charities in their stewardship of their funds and people including:

1. Charity formation services
2. Accounts examination services
3. Payroll services
4. Training and events curriculum
5. Consultancy help line

Working with our lending team and Kingdom Bank to help churches fund capital projects.

Working with the leaders of the Generosity Services and Philanthropy Services teams to identify and facilitate strategic opportunities for increased generosity and impact for the Kingdom.

Responsible for being a spokesperson and thought leader on matters relating to churches and charities.

Responsible for the financial, service and impact performance of Partnership Services.

Responsible for the workplace spiritual, physical, and mental wellbeing of the Partnership Services team.

Person Specification

While remaining open to the way that God may have prepared our next Chief Partnership Officer for this service role, we would expect the following attributes:

- Commitment to Stewardship's Christian calling, vision, mission and values and a way of working that demonstrates this, with the ability to communicate this enthusiasm to others.
- A mature understanding of the biblical principles of stewardship and giving, and the ability to articulate the importance and impact of these both personally and corporately in a church and charity setting.
- Leadership experience within a church, charity or service-oriented business that has gone through strategic change and growth in a way that is focused on serving others.
- A good understanding of key general management disciplines, which should include at least some working familiarity sufficient to engage other colleagues in the topics of marketing, sales, finance, operations, technology, and people management. Ideally this familiarity would have been gained through experiences in church, charity and business contexts.
- Some experience of digital transformation and product enhancement.
- An understanding of the needs of church and charity leaders to steward people and finances well.
- A good understanding of the Church, social, economic, and political context in which Stewardship and the broader Church works and a willingness to further develop this understanding.
- Able to effectively lead a diverse team and commitment to the importance of diversity as part of good leadership.
- A track record in finding, forging, and maintaining partnerships between Christian organisations.
- Highly credible, a natural communicator and 'people person'.
- Ability and willingness to represent Stewardship and to play an ambassadorial role when required.

If you feel inspired by this opportunity, then please apply!

We know that no one person will have everything we are looking for in this role. If you feel you have some experience gaps, then rest assured that we believe God will equip the person called to serve in this role.



How to apply for this position

Stewardship is working with Macaulay Search on this appointment process.

The application deadline is Friday, January 28th, 2022.

Your application should comprise:

1. a brief cover letter outlining your interest in serving Stewardship's mission; and,
2. a full CV showing the more significant positions, responsibilities held and relevant achievements.

Please send your application to ewen.mcalpine@macaulaysearch.com.

The applications will be reviewed by the Stewardship Interview panel soon after the application date. We will guard your confidentiality whilst being open that we are likely to interview 3-4 individuals all discerning the possibility of serving in this role.

There will then follow initial interview meetings with the CEO Stewart McCulloch and the Executive Team, as well as the provision of various confidential documents. These steps are all aimed to serve the candidates' discernment process as well as ours. A final interview with Stewart and key trustees will be scheduled in February, as convenient.

Thank you again for your prayerful consideration of this opportunity.

Please do not hesitate to get in touch with Ewen McAlpine if you have any questions regarding this appointment process.

Stewardship

1 Lamb's Passage, London EC1Y 8AB

020 8502 5600

enquiries@stewardship.org.uk

stewardship.org.uk

Stewardship is the operating name of Stewardship Services (UKET) Limited, a registered Charity no. 234714, registered in England & Wales, and a company limited by guarantee no. 90305, registered in England & Wales.
© Stewardship 2021