



Candidate Pack

Supporter Engagement Manager

Welcome to Spurgeons

At Spurgeons, we believe **every child** deserves the opportunity to **thrive**. For over 150 years, we have been working alongside families to provide support, hope, and practical help to those facing challenges. Our mission is simple yet powerful: to give vulnerable children and young people the best possible start in life.

Every day, our dedicated team works to create safe spaces, build strong relationships, and deliver life-changing services that **empower families**. We are proud of our heritage, but even more excited about the future - and we invite you to be part of it.

Who we are

Inspired by our Christian faith, our mission is to transform the nation one child at a time by ensuring that every family has the support needed to flourish. We provide a range of services to support families, children and young people, through partnering with local authorities, churches and communities creating family hubs where they are needed most.

We deliver a range of support services for families children and young people through our children's centres, family hubs, counselling, prison outreach projects and online family resources.



Our Impact

Over
27,500
children and
families supported
by Spurgeons



Over
21,500
people
accessed our
support online



Over
9,000
children and
families have
been supported
through our prison
intervention services



Our Values

Everything we do is driven by our values which define who we are and how we work together to support children, young people and families. Our values are at the core of everything we do.



Fairness



Compassionate



Committed

Why join us?

When you join Spurgeons, you become part of a *passionate, values-led team* committed to making a real difference in the lives of children and their families. You'll have the opportunity to use your skills to change lives, work alongside inspiring colleagues, and contribute to a *legacy of hope* for the families we work with. Together, we can ensure that every child and young person has the best start to life and a positive future.

"At Spurgeons, we are united by a shared belief: that every child matters. Our work is challenging, but it is also deeply rewarding. We are looking for people who share our passion and want to help us make a lasting difference. If you are ready to bring hope and transform lives, we would love to welcome you to the Spurgeons family."

Mike Rebeiro

Chair of the Board of Trustees



Introducing the Fundraising and Engagement Team

At Spurgeons, our Fundraising and Engagement Team plays a vital role in ensuring we can continue to deliver life-changing support to children and families across the UK. Every pound raised and every relationship built helps us extend our reach and deepen our impact.

We have a bold 5 year vision to increase our income over the next few years from £1m to over £2.5m. The funds we raise enable us to provide practical help, emotional support, and hope to thousands of children and families each year. Without this work, many would face life's challenges alone. By joining our team, you'll be part of something bigger - a movement of people determined to make a lasting difference.

Strategic Priorities

To achieve our ambitious fundraising strategy we have the following strategic priorities:

Grow with Purpose

To build a balanced and scalable income portfolio

Deep Engagement

To prioritise transformational relationships of transactions

Tell Stories that Move People

Inspire, don't just inform

Work Smarter

Use insight, technology and focus to drive results

One Team, One Vision

Build a culture of collaboration and trust

Future-Proofing

Build for tomorrow, act for today



The Team

Our team is responsible for building our brand awareness and increasing our reach and engagement, to generate income and build meaningful relationships with individuals, churches, businesses and communities who share our vision. We do this through

Individual Giving

Inspiring supporters to give regularly and generously.

Major Donors & Trusts

Securing transformational gifts from our high value donors and multi-year grants.

Legacies

Encouraging supporters to leave a gift in their will, ensuring their impact lasts for generations to come.

Corporate Partnerships

Building relationships with businesses that want to make a difference.

Community & Church Engagement

Mobilising local networks to champion our cause.

Events & Campaigns

Creating opportunities for people to get involved and support our work.

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The Wider Team

Fundraising and Engagement is a collaborative effort. We work closely with colleagues across Spurgeons—from service delivery teams to data and finance—to ensure our fundraising aligns with organisational priorities and reflects the real needs of the families we serve. This partnership approach strengthens our impact and helps us tell authentic stories that inspire supporters to act.



Supporter Engagement Team

The Supporter Engagement Team is the heartbeat of our fundraising efforts, responsible for building and nurturing relationships with individuals, churches, and community groups who share our vision. Their role goes beyond the donations—they create meaningful experiences that inspire long-term commitment and deepen trust. From delivering excellent supporter care to developing appeals that connect people with our mission, the team ensures every supporter feels valued and understands the impact of their generosity and the lasting impact they will have in transforming the lives of children and families.

Role overview

JobTitle: Supporter Engagement Manager

Salary: c.£40,000

Location: Home-based

Summary: This role is key to growing our relationships with individuals and churches to develop our supporter engagement and drive income, and to build and develop the Supporter Engagement Team. It will also be a key part of the strategic development of the Fundraising & Engagement Team.

Key responsibilities

- Design and optimise supporter journeys and stewardship for individuals and churches
- Develop a year round programme of campaigns and appeals to engage new and existing supporters
- Develop giving products including regular giving and other opportunities to give
- Grow the Spurgeons Church Network and deliver an annual series of church focussed appeals
- Lead on supporter stewardship creating engaging and inspiring communications

Person specification

- Track record in individual giving and/or church engagement with measurable results
- Experience in leading people and fostering high performance
- Strong campaign and appeal planning skills driving income generation
- Skilled in delivering impactful supporter communications
- Understanding of data driven fundraising and compliance

Why join us

- Remote/flexible working (role dependent)
- Continuous professional development and in-house learning platform
- Employee Assistance Programme
- Salary sacrifice pension (up to 7% employer contribution)
- Health Cash Plan, life assurance, enhanced annual leave, additional paid time off at Christmas

Application process

To apply, please submit your CV and a short supporting statement via the [Charisma website](#). Please include your notice period.

Applications close on Sunday 1st February and vetting interviews with Charisma must be completed by Tuesday 3rd February. If you have any accessibility needs, let us know so we can make adjustments.