Director of Church Engagement

GEM UK | Job description and person specification

Reports to	Chief of Staff
Member of	Executive Team
Works closely with	CEO on church engagement strategy
Hours	Full time
Salary	£37,000–45,000 (From year two the aim is 50% GEM UK funding and 50% personal support.)
Location	UK-based, with regular travel to churches and partners
Start	January 2027

Purpose of the role

Working closely with the CEO, the Director of Church engagement implements GEM UK's church engagement strategy, developing sustained partnerships with churches to see people equipped and sent in mission, supporting churches in their disciplemaking and building financial partnership. The central focus is a clear church donor pathway that helps churches begin, sustain and grow their financial investment in GEM UK's mission.

Around 70% of the role focuses on church engagement, including church giving. The remaining time covers marketing oversight, departmental leadership and executive responsibilities.

Key responsibilities

Church engagement and partnerships

- Work with the CEO to turn the church engagement strategy into practical plans and measurable outcomes.
- Build trusted relationships with church leaders, networks and denominations, matching partnership opportunities with each church's vision and capacity.
- Represent GEM UK through church visits, preaching, speaking and events, involving the CEO in strategic relationships.

Church donor pathways

- Develop a clear pathway from initial connection to first gifts, regular giving and sustained financial partnership.
- Invite churches to support core ministry and mission initiatives through mission budgets, special offerings and longer-term commitments.
- Prepare proposals and impact updates; oversee follow-up, thanking, reporting and renewal; agree and track church income targets with the CEO and finance team.

Mobilising people and resources

- Invite churches to pray, send workers, release leaders, share expertise and contribute practical resources.
- Open doors for disciple-making training and connect churches with GEM sending, gap-year and short-term ministry pathways.
- Coordinate with Equip & Multiplication and Teams & Deployment so partnerships lead to equipping, mobilisation and clear handovers.

Communications and leadership

- Oversee marketing, storytelling and supporter communications that serve church engagement and giving.
- Serve on the Executive Team and lead the church engagement department, including volunteers and future staff.
- Maintain relationship records and report on church engagement, giving, retention, people mobilised and resources contributed.

Person specification

Essential experience and attributes

- Committed Christian, spiritually mature and aligned with GEM UK's statement of faith and missional DNA.
- Proven experience building trusted relationships with church leaders and credibility within UK church life.
- Ability to develop partnerships, invite financial support and follow through from initial interest to sustained commitment.
- Clear written communication and confident public speaking, with the ability to communicate vision compellingly.

- Ability to implement strategy, organise priorities, collaborate across teams and take responsibility for results.
- Willingness to raise 50% personal support, travel regularly and hold a UK driving licence.

Desirable experience

- Experience of church fundraising, mission mobilisation or managing supporter relationships.
- Experience leading a team or overseeing marketing and communications.
- Existing church networks and cross-cultural or European ministry experience.

Qualifications

Relevant experience and demonstrated ability are the primary requirements; no specific academic qualification is stipulated. Theological, fundraising, marketing or leadership training is desirable.

Funding

Support-raising begins from day one, with the aim of raising 50% of the role's costs within the first year. GEM UK covers the shortfall while support builds, aiming for 50% GEM UK funding and 50% personal support from year two. Coaching and support-raising training will be provided.

This post is subject to an Occupational Requirement that the postholder is a committed Christian, under the Equality Act 2010, Schedule 9.

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