



Generosity Enabler

Appointment Pack
June 2026



Thank you for your interest in the role of Generosity Enabler.

This is an exciting time to be participating in God's mission across the Diocese. Generosity is a vital part of Christian discipleship and an essential element in the flourishing and sustainability of parish ministry.

We are looking for someone with good interpersonal and communication skills to join our Giving Team.

This role will cover a temporary period while another member of the team is partly seconded elsewhere. It is therefore offered as a fixed term, part time, flexible role of 14 hours per week.

If you would like an informal conversation to help you in considering your application please contact Kate Ford, Giving Adviser to arrange this - kate.ford@stalbandsdiocese.org.

We look forward to hearing from you!

A handwritten signature in dark ink, appearing to read 'David White'.

David White
Diocesan Secretary

THE MISSION AND MINISTRY TEAM

The Mission and Ministry Department covers a significant and broad spectrum of work encouraging, enabling and resourcing discipleship and vocations, a vibrant mixed ecology of church, clergy wellbeing and development, lay training and local contextual mission action plans. In all of this we are working to enable people in every place in the diocese to glimpse the good news of Jesus and be released and empowered in their discipleship and calling.

The Department is led by Tim Lomax as Director of Mission and Ministry.

The department is organised into three key teams:

1. Flourishing Churches Team – Led by Kate Lomax, Church Growth Officer
2. Ministry Development Team – Led by Mark Rodel, Deputy Director of Mission and Ministry
3. Growing Younger and More Diverse Team – Led by Daniel Drew, Assistant Director of Mission and Ministry (GYMD)

All our teams work collaboratively and are governed by the Board for Mission and Ministry.

The Giving Team form part of the Flourishing Churches Team.

Job Description

Job Title:	Generosity Enabler
Department:	Mission and Ministry
Line Manager:	Giving Adviser
Reviewed By:	Giving Adviser
Date:	June 2026

Job Profile

Purpose of the Role

Generosity is a vital part of Christian discipleship and an essential element in the flourishing and sustainability of parish ministry. The Diocese of St Albans is committed to encouraging churches to grow healthy cultures of generosity, rooted in faith, discipleship and participation in God's mission.

This new, temporary role will support parishes across the Diocese primarily through preaching, teaching, training and encouragement around generosity and giving. The Generosity Enabler will spend significant time visiting churches to preach and speak in Sunday worship and other parish settings, helping congregations engage positively and confidently with generosity as part of Christian discipleship.

Alongside this parish-facing work, the role will include meeting with clergy, PCCs and parish volunteers to discuss opportunities for growth in generosity and giving, and creating practical resources to support churches and leaders, including written and video content.

We are looking for a Generosity Enabler who is a confident and engaging communicator, enjoys connecting with people, and is passionate about helping churches grow in generosity and discipleship, seeing it as a key part of their mission.

Decision Making and Authority

The role is primarily responsive to parish requests and diocesan priorities agreed with the Giving Adviser. The Generosity Enabler will largely manage their own diary of parish visits, preaching engagements and meetings, liaising regularly with and reporting back to the Giving Adviser.

The role holder will have a high level of autonomy in planning and delivering parish support, developing resources, and identifying opportunities to encourage and promote generosity across the Diocese, within the wider strategy of the Giving Team.

Guidance and Direction

The role holder will work under the guidance of the Giving Adviser and within the wider Flourishing Team, which sits in the Mission & Ministry Department. The role holder will be expected to work proactively and independently in organising parish visits, creating resources and responding to parish needs, while following diocesan policies and agreed priorities.

Key Relationships and Context

The Generosity Enabler reports to the Giving Adviser and will be part of the Flourishing Team, which sits in the Mission & Ministry Department.

Other key relationships will involve working with clergy, PCCs, churchwardens, treasurers and parish volunteers across the Diocese, as well as diocesan colleagues involved in Giving, communications and parish support.

The role holder may also liaise with the National Giving Team and other diocesan networks supporting generosity and stewardship.

Pressure and Working Environment

The role is hybrid in nature with a mixture of desk-based work, either within the Diocesan offices or at home and travelling to appointments around the Diocese. The successful candidate will need to be willing and able to travel around the diocese.

The role includes regular preaching and speaking engagements, meetings with parish leaders and volunteers, and the preparation of supporting resources and materials. The post holder will manage a varied workload with competing priorities and will be expected to respond to parish enquiries and requests in a timely and supportive manner.

The role will require occasional evening and weekend working, particularly for parish visits and Sunday preaching engagements.

Duties and Key Responsibilities

- To support the Giving Adviser in promoting and encouraging a culture of generosity across the Diocese in a friendly, engaging and encouraging manner.
- To preach and speak on Christian generosity and giving in a range of contexts including Sunday worship, PCC meetings, training events, deanery gatherings and parish events.
- To provide a new and relational route into conversations about generosity and giving for parishes across the Diocese.
- To meet with clergy, PCCs and parish volunteers to discuss opportunities for growing generosity and supporting sustainable ministry in their churches.
- To encourage clergy and lay leaders in speaking confidently and positively about generosity and giving.
- To create and develop practical resources to support parish generosity, including written materials, presentations and video content.
- To contribute content and stories for diocesan communication channels including newsletters, websites and social media where appropriate.
- To maintain records regarding parish engagement, visits and progress.
- To respond to enquiries from clergy and volunteers in a timely and supportive manner under the direction of the Giving Adviser.

Other Duties:

- Attend regular meetings with the Giving Adviser as well as Flourishing Churches and Mission & Ministry Team meetings.
- Work collaboratively with colleagues to provide effective support to parishes.
- Promote the sharing of good practice in generosity and giving across the Diocese.
- Work as part of the wider team to help achieve diocesan goals and priorities.
- To undertake any other reasonable duties as required by your Line Manager
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Diocesan Policies

- To be aware of and adhere to diocesan policies and protocols including, but not limited to, the areas of
 - Safeguarding
 - Data Protection and GDPR
 - Sexual Harassment Prevention
 - Net Zero Carbon
 - Racial Justice
- To commit to undertake training and engage with information and instruction in respect of the diocesan policies and protocols referred to above.

Person Specification

Experience and Skills

Essential:

- Theological or Ministerial training or qualification
- Experience of speaking, preaching or teaching in a church context
- Excellent written and verbal communication skills
- Experience of working with volunteers and building positive relationships
- Understanding of Christian generosity and stewardship
- Understanding of mission and ministry within the local church
- Confident and engaging public speaking skills
- Excellent interpersonal skills, with the ability to establish good professional working relationships
- Well organised and able to manage workload independently
- Friendly, supportive and encouraging manner
- Ability to communicate effectively with clergy, volunteers and congregations
- Able to create clear and accessible written materials and resources
- Self-motivated with a proactive and flexible approach to work
- Passionate about helping churches grow in generosity and discipleship
- Able to work calmly under pressure and manage competing priorities
- Discretion in managing sensitive and confidential information
- Committed Christian faith and supportive of the mission and ministry of the Church of England
- Able to work flexibly including evenings and weekends
- Full driving licence and use of own car for work purposes with willingness to travel around the Diocese

Desirable:

- Experience of working within a Church of England context
- Knowledge of Church structures and governance arrangements
- Knowledge of parish finances and stewardship initiatives
- Experience of delivering training or workshops
- Experience of creating digital or video resources
- Cheerful outlook and sense of humour

As this role includes teaching and encouraging Christian generosity within the Church, it is an Occupational Requirement (Schedule 9, Part 1 of the Equality Act 2010) that the post-holder is a committed Christian.

The Diocese of St Albans

The Diocese of St Albans consists of the counties of Hertfordshire and Bedfordshire and part of the London Borough of Barnet. The population is approximately 1.8 million, and the total parish electoral roll number is approximately 22,000. The Bishop of St Albans has overall responsibility for the Diocese. He is assisted by two suffragan bishops, the Bishop of Bedford and the Bishop of Hertford, who in turn are assisted by the Archdeacons of St Albans, Bedford and Hertford. There are twenty deaneries, and the Diocese has 340 parishes, of which about one third are rural, 380 churches and more than 300 clergy (of whom more than 250 are stipendiary). There are 136 Church Schools and Academies in the Diocese.

The Diocesan Synod is the elected decision-making body of the Diocese and the Bishop's Council as the Standing Committee of the Synod has a key role in formulating diocesan policy.

The Diocese of St Albans has a clear vision of Living God's Love with three priorities: Going Deeper into God; Transforming Communities and Making New Disciples, and doing so with: creativity, joy, imagination and courage. The vision flows from God's love for us and is expressed in our love for God and our neighbours. Through *Living God's Love* we are seeking spiritual and numerical growth across our parishes, benefices, schools and chaplaincies.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan office, located in Holywell Lodge in St Albans. There is a strong Christian ethos within the office, but there is no expectation that all staff will necessarily be practising Christians.

The work of the staff is overseen by three Boards:

The **Board of Finance** is responsible for formulating the diocesan budget, which is currently about £17m, and for managing clergy housing, investments and overseeing parochial trusts, the combined value of which is about £200m. The lead officer of the Board, who has overall responsibility for the staff of the Diocesan Office, is the Diocesan Secretary.

The **Board of Education** is responsible for the 136 church schools and academies in the diocese. Most of these schools and academies are in Bedford Borough, Central Bedfordshire and Hertfordshire, with one in Luton and two in the London Borough of Barnet. This work is led by the Director of Education.

The **Board for Mission and Ministry** is responsible for the development and learning of ministry teams within the Diocese and the mission of the Church in wider society. This work is led by the Director of Mission and Ministry.

Terms and Conditions of Employment

- Salary:** A competitive salary of £35,758 per annum FTE (pro-rata for this 0.4 part time role).
- Pension:** Enrolment with the Church of England Pensions Board with a competitive employer contribution.
- Hours:** This is a part time position of 14 hours per week. Normal Diocesan Office working hours are Monday to Friday, 9am to 5pm with an hour for lunch. There is a requirement to work flexibly with occasional out of hours commitments, for which time off in lieu is given.
- Holidays:** Annual leave entitlement is pro-rata to the full time rate of 26 days per year, plus the statutory Bank Holidays and the working days falling between Christmas Eve and the New Year bank holiday.
- Term:** This is a fixed term position ending on 31 December 2027. Following a three months' probationary period, the notice period will be one month.
- Place of Work:** This is a flexible role involving a mixture of parish visits, homeworking and office-based work, working collaboratively with clergy, volunteers and diocesan colleagues. The role involves travel to parishes across the Diocese.
- Ongoing Development:** We are committed to staff development based on an annual review which helps highlight learning and training requirements.
- Status:** The successful applicant will need to provide proof of right to work in the UK before taking up the post.
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To apply for this post, please complete the Application Form and send this, together with the Recruitment Monitoring Form to the Diocesan Secretary (details below):

Closing date: **Please contact HR@stalbandsdiocese.org for more information.**
Interviews: **Date to be confirmed**

Submit via email: HR@stalbandsdiocese.org

or by post to:

David White, Diocesan Secretary, Diocese of St Albans, Holywell Lodge,
41 Holywell Hill, St Albans, AL1 1HE

References may be taken up before interview. Please indicate clearly if anyone may not be approached at this stage.