

PIONEERS

Fundraiser

CANDIDATE PACK



Reaching Forgotten Peoples



Pioneers International is a fast-growing mission movement with over 3,000 missionary field members in over 100 countries, and a passion to see God glorified among the nations.

Pioneers mobilises teams to glorify God among unreached people groups by initiating church planting movements in partnership with local churches.

The fundraiser is a vital support role, the main purpose of which is to sustain and grow our fundraising function, so that finances are released from the body of Christ to resource kingdom ministry among unreached people groups, and facilitate partnership development in line with the aims, goals and ethos of the Communications team.

This is an exciting opportunity to be part of a future-focussed mission agency that also benefits from over 100 years of mission experience in the Arab world, in the Sahel and around the world.

Core Values

The Heart of Pioneers

Passion for God

The Great Commandment is our motive for the Great Commission. We want to live our lives fully surrendered to Him so that all nations may know that He alone is God.

Unreached Peoples

Pioneers focuses on those with the least opportunity to hear and understand the gospel.

Church Planting Movements

We want to see new believers united in fellowship with other believers, forming churches that plant churches – until all peoples are reached.

The Local Church

Pioneers partners with sending churches to plant new communities of Christians. We also work alongside local, indigenous fellowships wherever possible.

Team-Centred

Teams that are both task- and member-focussed are at the core of Pioneers. This is crucial since many of the world's remaining unreached peoples are in difficult and isolated pockets of the world.

Innovation and Flexibility

Reaching the world's remaining unreached peoples requires creativity and sensitivity to the unique calling, vision, and needs of each missionary.

Participatory Servant Leadership

Pioneers has a decentralised leadership structure. We are principle- rather than policy-driven, applying an interactive approach to decision-making that is based on trust.

Ethos of Grace

Understanding that each person bears the image of God, we endeavour to cultivate an atmosphere of mutual acceptance and respect in all our relationships, encouraging one another to attain their full potential in Christ.

Statement of Faith

WE BELIEVE in the one true God who lives eternally in three persons – the Father, the Son and the Holy Spirit.

WE BELIEVE in the love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.

WE BELIEVE in the divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God – fully trustworthy for faith and conduct.

WE BELIEVE in the dignity of all people, made male and female in God's image to love, be holy and care for creation, yet corrupted by sin, which incurs divine wrath and judgement.

WE BELIEVE in the incarnation of God's eternal Son, the Lord Jesus Christ – born of the virgin Mary; truly divine and truly human, yet without sin.

WE BELIEVE in the atoning sacrifice of Christ on the cross: dying in our place, paying the price of sin and defeating evil, so reconciling us with God.

WE BELIEVE in the bodily resurrection of Christ, the first fruits of our resurrection; his ascension to the Father, and his reign and mediation as the only Saviour of the world.

WE BELIEVE in the justification of sinners solely by the grace of God through faith in Christ.

WE BELIEVE in the ministry of God the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship and enables our witness.

WE BELIEVE in the church, the body of Christ both local and universal, the priesthood of all believers – given life by the Spirit and endowed with the Spirit's gifts to worship God and proclaim the gospel, promoting justice and love.

WE BELIEVE in the personal and visible return of Jesus Christ to fulfil the purposes of God, who will raise all people to judgement, bring eternal life to the redeemed and eternal condemnation to the lost, and establish a new heaven and new earth

Guiding Grace Principle

Pioneers is an international fellowship comprised of Christians drawn from many different churches and backgrounds. Our desire is to work in harmony with our national church partners and Christian colleagues on the basis of essential doctrines as found in our Statement of Faith. These are doctrines on which, historically, there has been general agreement among all true followers of Christ.

In matters not addressed by our Statement of Faith, Pioneers acknowledges differing points of view provided they are based on the Bible as the supreme authority, and that no interpretation or practice will undermine the work of the gospel or the unity among those with whom we serve. We seek to live, work, and relate to one another in a spirit of love and humility, as outlined in Romans 14, 1 Corinthians 13, and other passages.

Pioneers is a member of Global Connections.

Job Description

Role title	Fundraiser
Primary location	Pearse House, Loughborough (hybrid working is negotiable)
Responsible to	Communications and Operations Director
Hours	Part Time: up to 30 hours a week
Salary	£26,000 Full Time Equivalent
Start date	ASAP
Application closing date	31 December 2025
Experience	2 to 3 years in a fundraising role in another charity is preferred

Role Overview

To sustain and grow our fundraising function, so that finances are released from the body of Christ to resource kingdom ministry among unreached people groups, and facilitate partnership development in line with the aims, goals and ethos of the Communications team.

Key Tasks

Writing quarterly appeal letters which are sent to approx. 1,000 supporters – split into five segments.

- Research and develop copy based on appropriate themes, work with external designer and printer to design appeals and attached response slip and ensure, along with the Database Coordinator, that the right people receive the appeal letter.
- Write an internal briefing to inform relevant colleagues about the theme and destination of each appeal letter.

Writing funding asks in both supporter magazines, Reach and Link

- Provide content and information on giving to the relevant editor based on the theme of the magazine in question.
- Provide information necessary for the response slip included with each magazine.

Welcoming new donors into the organisation

- Send new donor letters or emails to new donors offering them relevant resources to keep them up to date with the ministry.
- Improve upon the current process of welcoming new donors.

Key Tasks, continued

Thanking current regular givers and increasing the number of regular givers

- Send an update to all regular givers (to general fund) at least once a year
- Improve upon the current regular giving initiative (Seeds of Faith), incorporating donors from supporters who have historically given to Pioneers UK workers only. Sending updates more than once a year, and running a regular giving initiative to ask more people to set up a regular gift.

Connecting with major donors

- Create touch points to send to major donors throughout the year – e.g. postcards with the Advent appeal, handwritten notes as and when
- Work with Partnership Development Coordinator to connect with major donors in person

Writing thank you letters

- Write a thank you letter each month which is sent to supporters who give over a certain amount or who have requested a thank you/receipt letter and upload it to Beacon (our CRM) for the finance team to use.
- Write a thank you letter once a year (to be sent in July) to all financial supporters from the previous tax year, thanking them for their donations and sharing encouraging stories of what God has been doing through Pioneers.

Increasing the number of supporters to PiUKI

- Attend Christian events asking people to make one-off or regular donations.
- Attend church visits with Church Development Coordinator talking specifically to individuals at the church to ask them to become supporters.
- Work with members who are retiring to see if their supporters would continue to support the ministry in general.
- Develop and launch initiatives to gain new donors (particularly younger donors) and work on them as appropriate.

Other necessary activities

- Due to the nature of the Office Team, like all other roles, this postholder may be asked to take on other responsibilities from time to time.

Authority

- To prepare and access spreadsheets of supporter data with financial information.
- To access confidential reports and liaise with ministry leaders and members/ cross-cultural workers about project details such as budgets, ministry activity in sensitive locations and financial reporting.
- To make purchases related to the fulfilment of the role under the supervision of Communications and Operations Director.

Person Specification

ESSENTIAL

- In order to perform this role, it is essential that the post holder is in full sympathy with the aims and goals of Pioneers UK and Ireland. To that end he/she must be a committed Christian [able to agree with the organisation's statement of faith] and able to fully participate in the spiritual activities of office life.
- Enthusiastic and excited by the opportunity to facilitate kingdom ministry through fundraising and partnership development.
- Able to work both unsupervised in isolation, and as part of a team.
- Strong communication and people skills with the desire and ability to connect with people from a range of backgrounds.
- Confident and professional phone manner and confident in writing.
- A team player with a strong work ethic.
- An attention to detail and perseverance to complete tasks.
- Self-motivated with strong organisational and administration skills.
- Able to adjust to new ways of working and a willingness to learn and develop personally and professionally as part of our office culture.
- Able to maintain a professional but friendly long-term relationship with supporters, Trusts, outside agencies, and organisations.

DESIRABLE

- Awareness of global mission, Christian ministry, and the UK Church.
- Some initial experience (2-3 years) of working in fundraising for a non-profit or like-minded Christian organisation.
- Ability to think analytically and spot strategic opportunities to further team goals.
- Ability to solve problems effectively and efficiently while maintaining a professional manner.
- Experience of working with a database system or fundraising platform for supporter relationships management, preferably similar to our Beacon CRM.
- Competent with computers and Microsoft Excel or an equivalent programme to work with spreadsheets.
- Able to adapt to a changing communications, IT and technology environment.
- Familiarity of using websites, social media and digital platforms (e.g. easyfundraising, justgiving, gofundme, paypal, ebay) for fundraising.

How to Apply

To apply for this role, please fill in the application form at <https://forms.gle/5e91E8QW8A4spCDm6>

If you have any questions at all, please contact Lois at LoisFS@pioneers.org.uk.
Thank you!