



## Applicant's Information

# Development Coordinator

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The Campaigners England and Wales  
7 Frankpledge Road • Cheylesmore • Coventry • CV3 5G  
Charity Number 1124155



## DEVELOPMENT COORDINATOR

### Information for Applicants

- It is a requirement of this job that the person appointed will be a committed Christian, fully in agreement with the Statement of Faith.
- The position is a national appointment and will be required to travel anywhere within England and Wales.

Although this is our area of operation, for liaison purposes, it may be necessary to (very) occasionally visit Northern Ireland or Scotland where separate Regions of Campaigners operate.

- The applicant should be a car owner/driver with fully comprehensive insurance with cover for business use. As indicated in the job description a mileage allowance is payable.
- Applications must be made in writing and submitted in a plain envelope marked "Private & Confidential".
- The application shall be accompanied by the names of 2 referees and CV, detailing work experience etc relevant to this application. An email address should also be provided.
- Applications must arrive at the address below not later than 1<sup>st</sup> June 2012.
- Address for applications:

Mr & Mrs L Witchalls,  
26 MacDonald Avenue,  
Ardleigh Green,  
Hornchurch,  
Essex RM11 2NE.

- To discuss the role or for clarifications please email:

[edwin.sowerbutts@ntlworld.com](mailto:edwin.sowerbutts@ntlworld.com)

/PTO

Charity Reg. 1124155

The Campaigners England and Wales, 7 Frankpledge Road, Cheylesmore, Coventry CV3 5GT

☎ 0247 650 5758    🌐 [www.campaignersew.org.uk](http://www.campaignersew.org.uk)    ✉ [info@campaignersew.org.uk](mailto:info@campaignersew.org.uk)

Member of the Churches' Child Protection Advisory Service, the Evangelical Alliance and the National Council for Voluntary Organisations. A DofE Licensed Organisation.

- Following receipt of applications it is anticipated that the process will be:
  - shortlist for interview 12<sup>th</sup> June 2012.
  - interviews 26<sup>th</sup> June 2012.

In order to save costs acknowledgements will only be sent by email to the address provided with applications. Unsuccessful applications will be advised using this medium.

*Accompanying this sheet in the application pack are the following:-*

- 1. Job Description.*
- 2. A Statement of Faith.*
- 3. Introducing Campaigners.*
- 4. A Written Statement of Employment.*
- 5. Additional Contractual Terms.*

*If any items need clarification please use the email address provided over.*



# The Campaigners England and Wales (CEW)

## Job Description Form

**Job Title:** DEVELOPMENT  
COORDINATOR

**Section:** Paid Employee (p/t)

**Location:** HQ OFFICE or  
HOME by negotiation

**Reports:** Vice Chairman  
(Area Leader Coordinator)

### Position:

- Part time, two days (16 hours) per week, although variable as role develops.
- Appointment is not pensionable.
- Salary £10,000 p.a.
- Travel expenses payable at up to 40p per mile.

### Personal Requirements:

He / She

- Must be in agreement with the Statement of Faith and living an active Christian faith and lifestyle.
- Must be committed to interdenominational working,
- Must be able to convey enthusiasm and information to local clergy and prospective leaders
- Must have knowledge of and/or experience in Campaigners.
- It would be an advantage to have experience of working in a similar organisation in a comparable role.
- Should be dynamic and full of ideas that come from experience in similar roles.
- Must have proven people skills.
- Must have good communications ability, both written and spoken.
- Must be a team player, able to work with others in a common goal when required, liaising with trustees, Area Leaders and HQ office staff.
- Must be self motivated, able to work alone when needed.
- Must be suitable to obtain an enhanced CRB clearance.
- Must have personal use of car and a computer.

### Essential Functions

- Develop a strategy to promote The Campaigners England and Wales to Christian churches throughout England and Wales.
- Strategic developments shall be in conjunction with members of CEW at all levels.
- Advise on the further development of advertising of CEW in whatever media as is appropriate.
- Attend national events throughout E&W to promote CEW.
- Liaise with Area Leaders who are responsible for the management of development and training in their geographic areas.
- Attend meetings of Area Leaders as required.
- As required support new centres with the Area leaders.
- Liaise with HQ office staff in implementing functions that are appropriate to them.
- Attend and report at Trustee & HQ Exec meetings as required.
- Advise on the development of this role.
- Undertake additional functions as required in support of the development of CEW.

# The Campaigners England and Wales (CEW)

## Job Description Form (page 2)

### Other skills and Abilities

- Have a good understanding of the needs of churches with regards to Youth and Children's working.
- Have a good understanding of children and youth matters generally.
- Understand the differences between the various denominations and how these affect youth and children's working.
- Be able to advise Campaigners on meeting the needs above.
- Computer literacy in MS Office suite.

### Health and Safety

- Understand issues related to lone working
- Have an understanding of the VDU regulations and how they affect working at home.

### Appointment:

Initially, this appointment will be for a period of three years. Subject to review thereafter to consider success and future strategic approach.

Reviewed by:

Title

Approved By:

Title

Date

Date Commences





## **CAMPAIGNERS' STATEMENT OF FAITH**

We believe in:

- The sovereignty and grace of God the Father, God the Son and God the Holy Spirit in creation, providence, revelation, redemption and final judgement.
- The divine inspiration of Holy Scripture and its subsequent entire trustworthiness and supreme authority in all matters of faith and conduct.
- The universal sinfulness and guilt of fallen man, making him subject to God's wrath and condemnation.
- The substitutionary sacrifice of the incarnate Son of God as the sole and all-sufficient ground of redemption from the guilt and power of sin, and from its eternal consequences.
- The justification of the sinner solely by the grace of God through faith in Christ crucified and risen from the dead.
- The illuminating, regenerating, indwelling and sanctifying work of God the Holy Spirit.
- The priesthood of all believers, who form the universal Church, the Body, of which Christ is the Head, and which is committed by His command to the proclamation of the Gospel throughout the world.
- The expectation of the personal, visible return of the Lord Jesus Christ, in power and glory.







## 1. ORIGINS OF THE CAMPAIGNERS ENGLAND AND WALES (CEW)



The founder and overall leader (called Clans' Chief at the time) was the Rev Prebendary Colin C Kerr. He founded the Campaigner Movement in 1922. Believing he had been spoken to by God, he developed an organisation for boys and girls. Between the hours of midnight and 3 a.m. the movement was born, inspired by the Holy Spirit.

A full account of this can be read in "A Midnight Vision"; copies of which are available from CEW offices at Coventry.

(The name "Campaigners" was derived from the "Campaign" system undertaken at the time by the section called Inters but now renamed CrossTrax)

This manual is for all CEW sections.

## 2. THE NEED FOR CAMPAIGNERS

Although there were other youth organisations, Colin Kerr felt that Campaigners was necessary because:

- There was a denial of fundamental beliefs in youth work. Christianity was seen as one amongst many.
- Children were brought up to regard Jesus Christ as a good man – NOT the Divine Son of God.
- Many leaders of other youth organisations were not committed Christians. Many had no personal faith in Jesus Christ.
- Sunday observance was being lost. Sunday was often seen as the time for a day out, etc.
- Other organisations failed to hold young people at a vital age.

## 3. A BRIEF HISTORY

- 1922: First Boys' Clan formed in St. Mark's, Tollington Park, London.
- 1923: Girl Junos and Intermediates are formed in the same Church.
- 1939: By this date 275 Clans had been formed.
- 1940: Government Youth Scheme inaugurated, calling for a system of youth training - fully met by the Campaigners programme - resulting in the official recognition of the Movement by the Board of Education.
- 1943: First Clans formed in Scotland.
- 1944: First Clans formed in Wales and in Northern Ireland.
- 1947: 21st Birthday: Thanksgiving Service in St. Paul's Cathedral.
- 1950s & 60s: Plans to modernise the Movement.

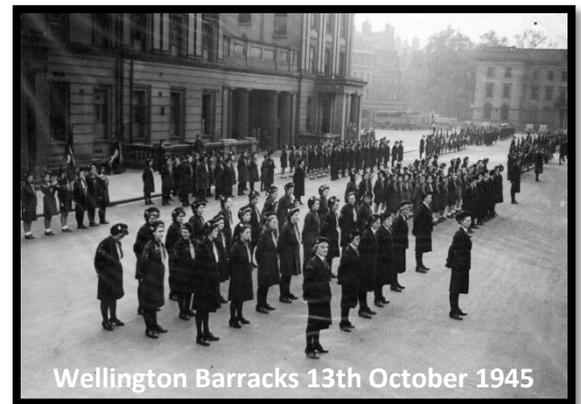




## INTRODUCING CAMPAIGNERS

## THE CAMPAIGNERS ENGLAND AND WALES

- 1966: System of Regions with Regional Chief in charge started.
- 1966: Founder Chief Resigned. Dr. Shewell-Cooper appointed Clans' Chief.
- 1972: 50 Year Jubilee Celebrations at Royal Albert Hall.
- 1975: New Campaigner HQ opened in Colney Heath. Dr Shewell-Cooper retired after 10 years' service.
- 1977: Colonel Clarke appointed Clans' Chief.
- 1982: 60th Anniversary with Royal Albert Hall Display.
- 1993: Rev. Fergus Macdonald appointed President. Rev. Kenneth Argent appointed at Director General.
- 2000: Rev. John Gaskell retired as Chairman and Rev. Fergus Macdonald retired as President. Rev. Michael Ridgeon appointed as Chairman.
- 2001: Campaigner Ministries launched at the Turning the Tide Conference.
- 2006 & 2007: Reorganisation of movement with new national regions of Northern Ireland, Scotland and England and Wales.  
England and Wales taken forwards under God's guidance by a Steering Committee (later the HQ Executive Committee[HQEC]).
- 2008: The Campaigners England and Wales created by Declaration of Trust and established as a registered charity.  
Camps resume at Dartmoor and Latches Wood (Staffs).  
Camp Bursary re-established as the George Hedger Fund in memory of a former HQ leader.
- 2009: New work programmes and support resources created, continuing into 2010.



### 4. MISSION STATEMENT

The Campaigner Movement exists to serve in partnership with local Churches in holistic youth work that develops in boys and girls a personal Christian faith and lifestyle.

### 5. CORE VALUES

The worth of children and young people, commitment to Christ, church and scripture, cultural relevance of the Gospel, importance of long term family and other similar relationship ministries.





## 6. CHURCH CONNECTIONS

The organisation is interdenominational. A local centre can be formed in any place of worship where the Minister agrees with the Statement of Faith and the principles and methods of CEW. The Leaders who are nominated by the Minister, Vicar, Pastor or delegate, **must be** committed Christians **and, either,** regular in attendance at the church to which the Campaigner Group is attached **or,** regular in attendance at another church, with the approval of the Minister, Vicar, Pastor or delegate responsible for nominating the Leader.

Leaders should be willing to sign the Statement of Faith.

## 7. AUTHORITIES

Campaigners' first loyalty, under God, is to the local church. Leaders should recognise the position of CEW and support the programmes and activities they offer.

## 8. MEMBERSHIP

A local Centre, can be formed in connection with any place of worship, provided that the Minister in charge or delegate agrees with the Statement of Faith and is prepared to sign the Centre Registration Form, showing that he or she is in accord with the principles and methods of Campaigners.

## 9. LEADERSHIP

### a) Chaplain

The Chaplain (Minister, Vicar, Pastor or delegate) is in charge of the Campaigner Centre within his or her church and has final authority in all local matters. He or she has the responsibility of appointing Leaders to run the various sections within the Centre. The Chaplain should be consulted regularly and should be kept informed of forthcoming events and specific problems facing the sections.

Chaplains may wear the uniform of a Leader if appropriate.

### b) Leaders

Leaders are entrusted by the Chaplain with the weekly running of the Campaigner evenings.

When appointed they should, as soon as practical, attend training arranged through their local Area Leaders. Until this is undertaken they should be considered to be untrained.

Where a section is girls only then female Leaders should be appointed to lead: similarly where the section is boys only, then males should be appointed. Where a mixed section exists, leadership should be jointly by a male and a female Leader. Female Leaders can serve in Boy Junos/ Boy Eagles sections although advisedly this should be with the support of a male. CEW do not recommend male Leaders working within a girls only group.





Leaders wear the normal CEW uniform.

## c) Leaders Uniform



Royal blue polo shirts and navy blue zipped jackets with traditional crest/ badge.

Details of this can be found on the leaflet on uniforms (last issued 1<sup>st</sup> December 2009) and can be downloaded from:

<http://www.campaignersew.org.uk/>

## d) Friends of Campaigners

It is hoped that in every church operating Campaigners, a "Friends" group will be established to give regular prayer support for the local Centre and for the wider work of the organisation.

Membership of Friends is open to all people interested in the work of Campaigners. Each member will receive regular information through the Campaigners Newsletter. A leaflet outlining prayer needs will be included. This is free although donations to the work of CEW are invited.

## 10. SUNDAY

All children and young people who join Campaigners should be encouraged to attend Sunday worship. Sunday should be kept special when compared to the rest of the week. Sunday Campaigner events which would take young people away from the Church are inappropriate. (See CEW leaflet, Attitude to Sunday.)

## 11. MOTTO AND PASSWORD

Through the Motto, "Unto Him", Campaigners are taught the importance of doing everything for the Lord.

The Password, "Through and Through", teaches Campaigners the importance of thoroughness in all things.

"Mount Up" is the Password for Junos and this emphasises steady progress.

## 12. STATEMENT OF FAITH

Our Statement of Faith is included with this document.

## 13. THE LEADER'S DECLARATION

(reproduced from the Leaders Registration Form)





*In seeking leadership in Campaigners I hereby declare:*

- *My faith in the Lord Jesus Christ as my personal Saviour and God, and my belief in the total inspiration of the Holy Scriptures.*
- *My endeavour, as God shall help me, to bring those entrusted to my care into this living faith, and to encourage them to attend the appropriate Sunday activities at the local church regularly.*
- *My full agreement with the Aims and methods of Campaigners, and my willingness to accept the authority of the local Chaplain, Minister or Pastor of the church to which Campaigners are attached. I realise that the Centre is an integral part of Campaigners, working together with the local Church for the salvation of Children and Young People.*
- *I affirm that I am a regular worshipper at the church whose Chaplain, Minister or Pastor signs this Application form.*
- *I agree to complete the basic training course and recognise the importance of ongoing training thereafter.*

Leaders are nominated locally by the Chaplain and must be at least 18.

## **14. CAMPAIGNERS NEWSLETTER**

The Campaigner Newsletter is the official magazine of Campaigners and gives news on activities, events, youth culture articles and official policy changes of the Movement. Every Chaplain, Leader and “Friend” receives a copy.

## **15. FRIENDS PRAYER LETTER**

CEW Trustees and HQEC promote prayer within the organisation and each mailing of the Newsletter is now accompanied by the Prayer Letter.

## **16. GLOSSARY OF TERMS**

Campaigner Newsletter	The Campaigner magazine distributed to Leaders and Friends
Centre	Local Church grouping which may include Eagles, Junos, Crosstrax and/ or Delta sections.
Centre Correspondent	Person nominated to receive mail from Headquarters. The Correspondent will then distribute to Leaders.
Chaplain	Minister, Vicar, Pastor or delegate (e.g. Youth Minister, Youth Pastor etc.) of the Church to which Campaigners are attached.
Campaigner Evening	Normal weekday meeting of Group.
Leader	Person appointed to a leadership role in the local centre





Section Individual group within the local Centre, be they Eagles, Junos, Crosstrax or Delta.

## 17. THE ORGANISATION BADGES & LOGOS

The use of the Campaigner badge and logos are the copyright property of the Campaigners England and Wales.

The Badge and Logos can only be used with permission of Campaigner Headquarters, as a protection against misuse and a safeguard to Campaigner young people and leaders.

Only registered and affiliated Campaigner Centres are allowed to use the name "Campaigners", wear the uniforms and operate the Campaigner programme.

	Original crest		Leaping man
	General purpose and new letterhead		Recently retired letterhead

### 17.1 SECTION BADGES AND LOGOS

	4 to 6½ year olds (4 to school year 1)		6½ to 10 year olds (school years 2 - 5)
	10 to 13½ year olds (school years 6- 8)		13½ - 18 year olds (school years 9 - 13)







**P1**

(Name of) Employee

began employment with

on

The Campaigners England and Wales

**P2**

Your previous employment **does not** count as part of your continuous employment

**P3**

a. You are employed as

b. A brief description of the work for which you are employed is

Development Coordinator
The promotion of Campaigners throughout England and Wales, working primarily for real growth in the number of centres and also methods of supporting members and activities undertaken. Including Campaigner camps in the developments.

**P4**

a. Your place of work is (address)

b. You are permitted to work at the following places and the address of your employer is

The offices of The Campaigners England and Wales, 7 Frankpledge Road, Cheylesmore, Coventry CV3 5GT
Subject to agreement on appointment
The Campaigners England and Wales, 7 Frankpledge Road, Cheylesmore, Coventry CV3 5GT

**P5**

You pay will be

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**P6**

You will be paid

Monthly, 3 weeks in arrears, 1 week in advance, on or about 23 <sup>rd</sup> .
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**P7**

Your hours of work are

--





### P8

Your holiday entitlement is

FTE of 4 weeks per annum, and public holidays.

### P9

a. In case of incapacity to work

Up to 4 days on full pay in any calendar year, thereafter SSP at the appropriate level.

### P10

a. Particulars of pensions and pension schemes are

The post is not pensionable.

### P11

a. The amount of notice of termination of your employment you are entitled to receive is  
The amount of notice you are required to give is

One month up to 4 years, thereafter 3 months.

4 weeks.

### P12

Your employment is initially for 3 years, and will be reviewed towards the end of this period – subject to 11 above, to general rights of termination under the law and to the following

### P13

The collective agreements which directly affect the terms and conditions of your employment are

None.

### P14

You are not expected to work outside the UK

### P15

b. The disciplinary rules which apply to you can be found in

The Staff Handbook.

### P16

a. The disciplinary and dismissal procedure which applies to you can be found in

The Staff Handbook.





**P17**

If you are dissatisfied with any disciplinary or dismissal decision which affects you, you should apply in the first instance to

The Chairman.

**P18**

You should make your application by

Letter.

**P19**

If you have a grievance about your employment you should apply in the first instance to

The Chairman.

**P20**

You should make you application by

Letter.

**P21**

Subsequent steps in the organisations disciplinary procedures are set out in

The Staff Handbook

**P22**

A contracting-out certificate under the Pension Schemes Act 1993

**Is not** in force for the employment this statement is being issued for.







The following terms are in addition to the written statement of particulars.

- The contractual year is from January 1st to December 31st (inclusive).
- Hourly rates of pay are reviewed annually with any changes implemented from 1st April.
- Appraisals will be held annually within 1 calendar month of the anniversary of the employees start date.



