

Supporting Documents

Appendix One: SU Statement of Aims and Beliefs

At an international gathering in 1985 in Harare Zimbabwe, Scripture Union leaders from around the world agreed the aims, belief statement, and working principles as a framework for all National movements.

Aims:

Working with the churches, Scripture Union aims to

- a) make God's Good News known to children, young people and families, and
- b) encourage people of all ages to meet God daily through the Bible and prayer, so that they may come to personal faith in our Lord Jesus Christ, grow in Christian Maturity and become both committed church members and servants of a world in need.

Scripture Union pursues these aims through a variety of ministries around the world in obedience to our Lord Jesus Christ in reliance on the Holy Spirit.

Beliefs:

As the Scripture Union family throughout the world, we accept and proclaim the historic truths of the Christian faith, including the following:

a) God and the human race

We hold that that the Lord our God is one: Father, Son and Holy Spirit, and that he fulfils his sovereign purposes – in creation, revelation, redemption, judgement, and the coming of his kingdom- by calling out from the world a people united to himself and to each other in love.

We acknowledge that though God made us in his own likeness and image, conferring on us dignity and worth and enabling us to respond to himself, we now are members of a fallen race; we have sinned and come short of his glory.

We believe that the Father has shown us his holy love in giving Jesus Christ, his only Son, for us, while through our sinfulness and guilt, we were subject to his wrath and condemnation; and has shown his grace by putting sinners right with himself when they place their trust in his Son.

We confess Jesus Christ as Lord and God; as truly human, born of the virgin Mary; as Servant, sinless, full of grace and truth; as only Mediator and Saviour, dying on the cross in our place, representing us to God, redeeming us from the grip, guilt and punishment of sin; as Victor over Satan and all his forces, rising from death with a glorious body, being

taken up to be with his Father, one day returning personally in glory and judgement to establish his kingdom.

We believe in the Holy Spirit who convicts the world of guilt in regard to sin, righteousness and judgement; who makes the death of Christ effective to sinners, declaring that they must now turn to Christ in repentance, and directing their trust towards the Lord Jesus Christ; who through the new birth makes us partake in the life of the risen Christ, and who is present within all believers, illuminating their minds to grasp the truth of Scripture, producing in them his fruit, granting to them his gifts, and empowering them for service in the world.

b) The Scriptures

We believe that the Old and New Testament Scriptures are God-breathed, since their writers spoke from God as they were moved by the Holy Spirit; hence are fully trustworthy in all that they affirm; and are our highest authority for faith and life.

c) The Church and its Mission

We recognise the Church as the body of Christ held together and growing up in him; both as a total fellowship throughout the world, and as the local congregation in which believers gather.

We acknowledge the commission of Christ to proclaim the Good News to all people, making them disciples, and teaching them to obey him; and we acknowledge the command of Christ to love our neighbours, resulting in service to the church and society, in seeking reconciliation for all with God and their fellows, in proclaiming liberty from every kind of oppression; and in spreading Christ's justice in an unjust world, until he comes again.

This statement was adopted by Scripture Union International Council at Harare, Zimbabwe, May 1985.

Appendix Two: Trainee Role Description

Role Title: SUMT Trainee (full time).

Role Summary: As a committed follower of Christ, to work as part of the SUMT team, developing existing work in schools and churches, and pioneering new work according to the vision, aims and objectives of the charity.

In more detail:

Accountability: The trainee will be accountable to the Core Team, Exec and (ultimately) the charity Directors. In practice this is usually in the form of specified line-managers for their schools and church work, and staff.

At the start of the year all team members sign up to a code of ethical and moral behaviour, which will be sent out ahead of the year start. Part of this includes our “non- negotiables”, the breaking of which would result in dismissal for trainees, staff and director alike.

The Work: The whole team (and so the Trainee) will engage in the following types of activities:

- Work with children and/or young people: Encouraging Christian groups and individuals, training and supporting young leaders, inter-school and extra curricular activities, speaking, leading and serving. All within the context of incarnational discipleship.
- Work with schools: Working in delivery of assemblies, Christian clubs, R.E. lessons and curriculum-driven educational experiences. All involved need to be aware of the differing contextual boundaries when it comes to speaking about faith, and to respect these boundaries at all times.
- Working with churches: Working with teams of adults to enhance, shape and/or pioneer work with children, young people and families in communicating the Christian faith. Respecting denominational distinctives is a key part of the role.

Living Arrangements: SUMT trainees will be hosted by a Christian family living on the Island. If you are a non-driver this will be in Douglas, and we aim to place you within walking distance of the office, or on a good bus route. If you drive you may be hosted further away from the office.

Appendix Three: Expectations

Expectations of the training experience:

We at SUMT hugely value that you have given a year or more of your life to serve God here on the Isle of Man. We don't take this lightly, and want to enter in to this commitment alongside you.

How we commit to serve you:

- SUMT commit to give you a place to live that is comfortable, hygienic, clean, and welcoming.
- SUMT commit to provide you with all of the training and resources that you will need to fulfil your duties and responsibilities this year.
- We will ensure that you have access to travel arrangements to get you to work each day.
- We will ensure you are equipped by providing you with the following training:
 - SUMT Induction (3 weeks);
 - Schools Work Course (3 days);
 - SUMT Leadership Course (throughout the year);
 - Biblical teaching (throughout the year);
 - Weekly team training and development;
 - Food Hygiene Course (certificated);
 - First Aid course (certificated);
 - Safeguarding course (certificated);
 - Risk Assessment training;
 - Access to resources for SUMT purposes;
 - Other courses as they may come up;
 - A course of your own choosing (agreed with SUMT team) at a cost of up to £500 (including travel, food and accommodation), or a week of work (40 hours) whichever comes first.
 - SUMT commit to be positive Christian role models in everything they do with the help of God, and to be inspirational, challenging leaders.
- SUMT commit to your care through:
 - Providing a Mentor to challenge you on your Christian leadership;
 - Providing a Pastoral worker for you (not from SUMT or your church);
 - Providing books for your on-going study (from our leadership bookshelf);
 - Guarding your hours fiercely to maintain a healthy balance at 40 hours a week;
 - Staying connected with you after the year is done;
 - Giving you opportunities outside the scope of your normal reach, to stretch you;
 - Networking you as much as possible with other youth, children's workers, and churches;
 - Prayer for you as a Core Team;
 - Facilitating a daily 'devotion' time;
 - Informing you of every opportunity SUMT can offer you.
- SUMT commit to take each case of grievance or discipline on its individual merits, but hold fast to the 'non-negotiables' paper.

How we expect you to serve God:

- **Appearance:** We expect you to look and smell clean and dressed appropriately according to the standards and expectations of the organisations/environments into which you are going. In school this means long trousers and a smart/casual top.
- **Attitude:** We expect you to turn up for work:
 - on time;
 - not too tired to work;
 - ready to engage with God and humanity;
 - teachable and respectful of the traditions/opinions of others;
 - positive in outlook and voice;
 - ready to communicate problems through the right channels.
- **Interdenominational:** We don't expect you to fall in love with the traditions, values, theologies and customs of a specific church you may work with (or SUMT for that matter). What we do expect is that you respect these, and are able to engage with God through them through understanding them.
- **Spirituality:** We expect that you cannot be a positive Christian Role Model without an on-going relationship with God yourself. As such, your personal walk with God is paramount. We expect that you will talk to your pastoral worker, or an SUMT team member about any problems you may be experiencing.
- **Relationships:** We expect that you will treat each other and those you work with as 'more important than yourself', and that an attitude of servanthood will characterise all you do. Where there is friction or tension, we expect it to be dealt with in an adult and Christ-like manner.
 - Unlike most Christian Gap-years, SUMT don't 'outlaw' romantic relationships within the team, but strongly advise none to be taken up in the first term.
 - If you are thinking about entering into a relationship we ask that you come and see a core team member, who will talk through with you the pitfalls and perils of relationships within a small community.
 - This is not to stop your relationship, but to make its impact on the rest of the team and your year as positive as possible.
 - We have many years of experience of relationships within micro-community.
- **Non-Negotiables:** We expect that you will have read the non-negotiables paper (below), and that by arriving on the Island you agree to them. Breaking these few rules takes the process out of our hands, and we have no choice but to finish your training experience.
 - In the unlikely event of this happening, we will work with you to enable your exit and future plans to be as prayed through and thought through as possible.
 - We will attempt everything within our power to enable you to leave in a positive way, and unless the safety of others is at stake we will make things as confidential as possible also.

The non-negotiables are as follows:

As an organisation SUMT seeks to reflect a biblical understanding of leadership in everything. All of what we do with schools, churches and leaders is built on trust and reputation.

As such, anyone involved within the organisation (at every level of leadership) is asked to abide by these non-negotiable standards. There are not many of them, but acting outside of these boundaries we believe to have ceased to reflect Christ, and in some cases these actions may cause harm to more than just the individual concerned.

Engaging in the below will take matters out of our hands, and all leadership opportunities within SUMT as an organisation will have to cease.

01| Christian Community:

We reflect family through respect, love, nurture of others and mutual accountability. We seek to be witnesses through our lifestyle to all we meet. We regard the materials and possessions we have as gifts from God to be stewarded well, including our bodies, property, cars, our me, our relationships and our faith.

As such, the following are non-negotiables:

- Gossip | Bullying | Isolation
- Drunkenness | Use of recreational drugs (not cigarettes) | Promiscuity or sex outside of a married relationship
- Wilful damage | Dangerous or illegal behaviour

02| Strong Balanced Leaders:

We aim to build leaders who serve others, are life-long learners, understand the power of role-model, and lead themselves well.

As such, the following are non-negotiables:

- Making overtly negative / destructive choices
- Malicious behaviour;
- Consistent poor example / attitude

03| Serving the church:

We aim to serve the Church of God (in both its widest and its local sense) through best practice in all we do, and by maintaining a long term view of this year and beyond, coupled with the IOM and beyond.

As such, the following are non-negotiables:

- Speaking badly about those we work with
- Putting the reputation of SUMT or the Church in jeopardy
- Putting children or vulnerable adults at risk

Appendix Four: How to fill in form Guidance

To make the form as simple to complete as possible, here are notes that will guide you in the process.

1. **Length of opportunity:** SUMT Offers this training opportunity for periods of one, or two years. One year options can be extended up to 6 months into the process (although we will be pushing you for a decision around Christmas, three months in, to enable us to guarantee you a second year place).
2. **Interests:** This really is because we are interested in the kind of person you are. It may well be that a church project we are investigating ties well in to one of your interests, so don't just put down things you think we want to hear—put down the things you're actually interested in and engaged with.
3. **Previous experiences and responsibilities:** The most helpful thing to put in this section is actual examples of things you have done that you think have helped prepare you for working with children and young people as a leader, or working with teams of adults to co-lead.
4. **Personal faith statement:** We're really, really interested in how you communicate your personal faith. It's one of the most important aspects of your job. Don't focus solely on how you 'became a Christian' in this section, but also include what God is doing with you now.
5. **Spending costs:** SUMT commit to cover all your living and training costs, but you will be responsible for getting yourself to and from the IOM, and for your own personal expenses (hygiene, snacks, birthday gifts, cinema etc...). In this section tell us where that money will come from—you will not be able to get a part-time job as part of this training opportunity.