

KING'S CHURCH IVER

Volunteers Policy

Primary Responsibility:	Elders/Trustees
Issued:	1 st July 2024
Review Period:	3 years
Next Review Date:	June 2027

1. Aims and Scope

The aim of this policy is to acknowledge the importance of those who serve as volunteers and to provide a framework for their service and their support.

This policy covers the vast number of volunteers within our church fellowship and for the church activities.

This policy does not cover volunteers of independent groups who from time to time are active within King's Church Iver premises, by the agreement of the church and with their group's leadership. Such groups that regularly deploy their own volunteers on King's Church Iver facilities are expected to have their own volunteer policies.

2. Definition of King's Church Iver Volunteer

There are a large number of volunteers who serve the church, its members and the wider community in a variety of different areas of church life. Essentially a King's Church Iver volunteer is one of our congregation who, without expectation of financial reward, takes responsibility for a specific task within the church either as a one off action or over a period of time, however big or small this task may be. For example, some serve in the area of worship, some serve with the children and young people, some serve with the practical needs of running a church, some serve in pastoral care and some reach out to the wider community.

3. Money

Volunteers do not receive payment for their services. King's Church Iver may reimburse reasonable expenses incurred partially or fully if this is agreed by the King's Church Iver Elders/Trustees.

Entirely at the discretion of the Elders/Trustees, King's Church Iver may occasionally acknowledge extended faithful service of a volunteer by the presentation of a gift or a non-monetary token of the church's appreciation.

4. Who should serve within the fellowship?

We wish to encourage people from all ethnic backgrounds, ages and abilities to become involved in church life. We are never too old or too young to be used by God.

Anybody who regularly participates in one or more of our regular activities is welcome to serve. To serve others is a biblical principle and a great privilege. Service is a great encouragement to those being served and to those serving, as volunteers can see themselves as being of use and needed according to their talent and ability.

Therefore, it is important that both the church leadership and those who lead small groups within the fellowship encourage others to volunteer and serve.

5. Faith

We are a Christian church. It is therefore important that most volunteers willing to serve have a personal faith and have accepted Jesus Christ as their Lord and Saviour.

There are some areas of service for which we also ask for a maturity of faith in varying degrees: those are the areas of teaching, worship leading, pastoral care and church leadership.

There are areas of service within the fellowship where it is good to volunteer even though the personal faith and commitment is not fully there. However, it is not appropriate for someone to volunteer who openly opposes the Christian faith.

6. Suitability

Gifts, talents, faith and ability need to match the need. Not everybody can do everything. It is the responsibility of the church leadership and those heading up individual areas to identify the right volunteers and assess their suitability. If there is any doubt or concern regarding the suitability of a volunteer, the person heading up an individual area should consult the church Elders/Trustees before taking a decision.

There are clear guidelines with respect to children's and youth work volunteers and those working with vulnerable adults; these are outlined in detail in our Safeguarding Policy.

7. Training and Support

The church is committed to support those who serve and volunteer within the fellowship. We aim to develop a culture within the fellowship that makes encouragement and support key part of church life.

There is opportunity for internal teaching and training from fellow members and leaders where this is required. Much of training and support of volunteers happens 'on the job' in the area of service and is provided by those serving alongside the volunteer.

There may also be opportunities to receive specific teaching and training outside of King's Church Iver. Where appropriate the fee for such training will be paid fully or partially by the church.

We feel that it is important to avoid any symptoms of burn out. Service must never get in between the volunteer and their personal relationship with God. Service has to be part of a growing relationship with God. This means those who give through service also need to receive. Volunteers should therefore be encouraged to participate as an "ordinary"

member of the congregation in our Sunday services on a regular basis, without any responsibilities at the same time.

8. What if I can't serve anymore

Whilst service is an important part of church life there will be times where God is calling you to rest or to move on to new plans that He has for you. If you want or need to step down, please let us know.

Service should be done willingly and with a happy heart, it should not become a burden or a source of stress for the volunteer.

We want to provide an environment where changes are acknowledged and supported.

9. What if things go wrong?

Our volunteers are only human and therefore will make mistakes and get things wrong.

If you are concerned about a particular volunteer or their service, then the best course of action would be to discuss this with the person directly to explore and resolve the concerns unless indicated by our Safeguarding Policy. In situations where our Safeguarding Policy does not apply, the next steps for an unresolved issue would be to discuss this with the direct leader and then with the Elders/Trustees as a route of escalation.

10. Acknowledgements

Without those serving and volunteering in so many different ways at King's Church Iver, we would not be a fellowship and would not be in a position to further God's kingdom in Iver and the surrounding communities.

The untiring work of the volunteers is gratefully acknowledged by the Elders/Trustees and their commitment is to support, encourage and aid those serving and volunteering in any way possible and appropriate.

Signed on behalf of King's Church Iver



Name: John Plaskett
Role: Elder/Trustee
Date: 1st July 2024