



## **Working For The Iona Community – in Glasgow**

### **A. INTRODUCTION TO THE IONA COMMUNITY**

#### **The Iona Community is:**

an ecumenical Christian community of men and women from different walks of life and different traditions in the Church; committed to the gospel of Jesus Christ, and to following where that leads, even into the unknown; engaged together, and with people of goodwill across the world, in acting, reflecting and praying for justice, peace and the integrity of creation; convinced that the inclusive community we seek must be embodied in the community we practice.

#### **our rule**

We share a common discipline of:  
daily prayer and reading the Bible, mutual accountability for our use of time and money, meeting together and action for justice and peace.

The Iona Community was founded in Govan and Iona in 1938 by George MacLeod, minister, visionary and prophetic witness for peace, in the context of the poverty and despair of the Depression. The original task of rebuilding the monastic ruins of Iona Abbey was to serve as a sign of hopeful rebuilding of community in Scotland and beyond.

Today, we are about 300 Members, mostly in Britain, with 1450 Associate Members and 1250 Friends worldwide. The Iona Community welcomes people from all walks of life at its centres on the islands of Iona and Mull. It trades through Wild Goose Publications and the Iona Community Shop on Iona, and resources a wide range of church and community organizations through its Wild Goose Resource Group and Youth Resource Team. The Iona Prayer Circle is a worldwide network which prays for people and places in distress. Coracle is the bi-monthly magazine of the Iona Community, which seeks the exchange of thoughts and ideas as a basis for finding common ground.

#### **More information**

For more information about The Iona Community in general, read the Leaflet “The Iona Community” and explore the website [www.iona.org.uk](http://www.iona.org.uk)

### **B THE IONA COMMUNITY’S WORK IN GLASGOW**

#### **The Mainland Offices of the Iona Community**

The Glasgow Office is situated in the heart of Glasgow in Carlton Court and provides the main administrative support for Members, Associates and Friends as well as the Community's operations on Iona and Mull.

### **Our work with young people**

The Iona Community has a long-standing commitment to working with young people with or without religious connections. Its youth work is based in Glasgow, on Iona, and at Camas Outdoor Centre, on the Ross of Mull. It has a well-established Volunteer Programme, which attracts young (and not-so-young) people from all over the world. The Community also has its own Youth Associates, who play a full part in its life. Together we: support and empower vulnerable young people, raise awareness about local and global issues of justice among young people, work with young people in schools and youth groups on anti-sectarian and non-violence strategies, and encourage leadership skills in young people through participation in volunteer programmes and national and international events, festivals and programmes.

### **Wild Goose Resource Group**

The Wild Goose Resource Group is a semi-autonomous project of the Iona Community. It exists to support and equip congregations and clergy in the shaping and creation of new forms of relevant, participative worship and adult learning. It responds positively, where possible, to engagements in local, national and international forums which deal with issues of peace, social justice and the renewal of the church. It also develops local initiatives for adults in Glasgow.

### **Wild Goose Publications**

The publishing house of the Iona Community produces challenging, inspiring and beautifully produced books, tapes and CDs which reflect the concerns and emphases of the Iona Community on: spirituality and social justice, political and peace issues, healing, new approaches to worship, song in worship, including the work of the WGRG, and resources for meditation and prayer.

As well as mail order, Wild Goose Publications has its own dedicated website through which purchases can be made, and which carries a wide range of reviews and special offers, gift possibilities and publishing news. **website:** [www.ionabooks.com](http://www.ionabooks.com)

## **C THE IONA COMMUNITY'S WORK ON IONA AND MULL**

### **Iona Abbey**

From March through October each year, on the beautiful island of Iona, cradle of Christianity in Scotland, we offer an experience of living in community for people from all backgrounds and nationalities, and of all Christian faith traditions or none. A Resident Group of staff and volunteers share a year-round common life, and maintain daily services in the Abbey. They welcome guests to share all aspects of their life and to explore issues such as peacemaking, social justice and environmental sustainability.

### **The Macleod Centre**

The MacLeod Centre, opened in 1988 with good disabled access, has a particular emphasis on enabling young people and families to get the most out of a stay on Iona. Walks and expeditions, arts and crafts, discovering the natural environment of Iona, social events and ceilidhs, a children's programme during the Easter and summer holidays,

conversation and recreation, all take place in a safe and friendly community environment. Specially planned programmes are available for school and student groups.

### **Camas Outdoor Centre**

Camas, on the Ross of Mull, offers a rewarding outdoor experience for young people. Situated on a remote bay three miles from Iona, with its own organic garden and native species woodland. Adventure, environmental and creative activities make Camas a great resource for young people, schools and people from disadvantaged backgrounds. With its simple, down-to-earth lifestyle, smallness of scale and spiritual values, Camas is a place which is supportive yet challenging, offering the possibility for self-discovery and social responsibility.

## **D. PRACTICAL INFORMATION ABOUT WORKING FOR THE IONA COMMUNITY**

### **Holidays**

Employees are entitled to 32 days of annual leave in each year inclusive of public holidays, pro rata to their full time working hours. .

**Flexible working** allows staff to change their pattern or total hours of working through discussions with their line manager taking into consideration the needs of the Community.

**Maternity, Paternity and Adoption leave and pay** arrangements are available to eligible staff, which include a pay scheme for those who have been employed by the Community for at least 26 weeks ending with the expected date of childbirth or adoption.

**Pension scheme:** The Community offers pensions schemes linked to salary to all new staff.

### **Staff Induction and Training**

All new employees receive an induction process which aims to assist a new member of staff to perform effectively in the job role and within their work environment as soon as possible.

### **Employee Staff Handbook**

All new staff members receive a staff handbook during the induction process. The purpose of this document is to provide access to helpful information for staff. In particular, this will form a useful reference point in the early part of employment, during role and responsibility changes as well as throughout the employment period.

Areas covered by these resources are:

- Organisation Ethos
- General Terms and Conditions of Employment
- Important Contact Information
- Staff Support Systems
- Policies and Procedures
- Health and Safety Information

### **Probation Period**

New appointments to the Iona Community are subject to a probationary period. The probationary period is a positive two-way process designed to assist new staff to integrate into their new role, with emphasis on support and development. This period of probation gives the opportunity to develop, with relevant guidance, the necessary skills to carry out the job effectively.

### **E: FREQUENTLY ASKED QUESTIONS:**

#### **Do I need to be a Christian to work with the Iona Community?**

All staff are expected to be in sympathy with the defined goals of the Iona Community. The Iona Community strives to be an equal opportunity employer. The aim of the Community's policy is to ensure that no applicant or staff member receives less favourable treatment than any other on any grounds including race, nationality or ethnic or national origins, religion, gender, sexual orientation, marital status or disability.

#### **Can I bring my pets?**

It is not possible for staff to bring their pets with them to work.

#### **Do you recruit people not from the UK?**

UK immigration law means that it will not be possible for candidates who do not already have the right to work in the UK to be considered