Working on Iona for The Iona Community 2027

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A. INTRODUCTION TO THE IONA COMMUNITY

The Iona Community is

- an ecumenical, internationally dispersed, Christian community of people 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

Iona Community Members share a common discipline of:

1. Daily prayer, worship with others, and regular engagement with the Bible and other material which nourishes us
2. Working for justice and peace, wholeness and reconciliation in our localities, society and the whole creation
3. Supporting one another in prayer and by meeting, communicating, and accounting with one another for the use of our gifts, money and time, our use of the earth's resources and our keeping of all aspects of the Rule.
4. Sharing in the corporate life and organisation of the Community

The Iona Community was founded in Govan and Iona in the 1930s 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 which began in 1938 was to serve as a sign of hopeful rebuilding of community in Scotland and beyond.

We are now about 280 Members and more than 2,000 Associate Members, Young Adults and Friends across the world.. The Iona Community welcomes people from all walks of life to Iona Abbey. It trades through Wild Goose Publications and the Iona Community Shop on Iona, and resources a wide range of church and community organisations through its Wild Goose Resource Group. The Iona Prayer Circle is a worldwide network of people who pray for people and places in distress. Coracle and eCoracle are the magazines of the Iona Community, which seek the exchange of thoughts and ideas as a basis for finding common ground.

Members, Associate Members and the Young Adults Group share concerns, faith and tasks: a common life together, through participation in Family Groups, Regional Groups and Common Concern Networks.

Iona Abbey Centre
Each week, the Abbey Team welcome up to 44 guests from all over the world who come to experience life in community and programme sessions, often on themes that echo the Community's passions and concerns. We also continue our ministry to the many visitors who come to Iona for the day, or who stay at other places on the island.. Our shop and Welcome Centre is also open, daily, to all.

Members of the Abbey team – staff and volunteers - lead daily services in the Abbey Church, and we all eat together in the Refectory.

More Information
For more information about The Iona Community in general, explore the website www.iona.org.uk

B. THE IONA COMMUNITY'S WORK ON IONA

The Abbey Centre is a place of welcome and belonging, offering hope and challenge, not only to ourselves and to all who visit, but also to the wider Church and to people of all faiths and none.

The agreed priorities for the Abbey Centre are to:

Offer all who stay at the Abbey Centre opportunities to learn more about the story, life and concerns of the Iona Community as reflected in our Rule (see above) and our Working Principles (https://iona.org.uk/about/our-values).

1. Develop a model of hospitality in the intentional Common Life of the Community, offering deep encounter and challenge and an enriching rhythm of worship – through work, eating together, services, and prayer & action.

2. Provide a warm welcome to all, regardless of faith, culture, sexuality, gender, age or ability, with the experience of community being enhanced by a diversity of people living and working together, enabling new friendships and alliances to be formed.

3. Facilitate a model of living in community where all we do, including fun and laughter, contributes to our worship of God, enabling guests and visitors to make their experiences and lives more meaningful.

4. Offer innovative programmes, which challenge participants to work for peace, social justice and the integrity of creation.

5. Maximise the extraordinary dedication, skills and expertise of our staff and volunteers, through ensuring optimal staffing levels, clear roles and responsibilities, robust supervision and support, and opportunities for training and innovation.

   We hope this means that those who come to the Abbey will experience it as:

   - ***A safe place***, in which to explore the meaning of life together, based on the gospel, both within the life of the mainstream churches and also within the many new ways of being church, and how to live a committed Christian life in a multicultural and multifaith world;
   - ***A place of openness***, where people at different stages on their personal journeys can share and learn from each other what God is saying to and through them, and through the story of the Iona Community and the world-wide church;
   - ***An empowering place***, from which people may go forward on their pilgrimage strengthened and emboldened to make a difference in the world in which they live.

All Staff Members of the Abbey team, regardless of job title, may be required to lead supervised activities for young people and children which run in parallel with our programme for adults. This qualifies as Regulated Work under the Protection of Vulnerable Groups Scheme in Scotland, and all staff must be or become PVG Scheme Members.

C. STAFF/COMMON LIFE

Role requirements
The Abbey Centre is run by a team made up of staff and volunteers. Most live in our shared accommodation where you would have your own bedroom, and some are island residents.

Resident Staff are given an employment contract for a fixed period of time. This comes with the expectation that you are employed to work 35 hours per week in your role. You receive a monthly allowance in addition to all rent, bills and food included. Other benefits include an optional contributory pension scheme, re-imbursement of travel costs at the start and completion of your contract, removal allowance, and dependants allowance if applicable. All staff have access to a range of support including an Employee Assistance Programme

See Terms & Conditions for more information.

As part of your employment you can expect
1. 37 days Annual Leave (pro-rata for seasonal and/or part time workers).
2. Regular line management meetings
3. An annual professional development plan meeting where appropriate.
4. An Employee Assistance scheme that provides all Iona Community Staff with a 24-hour helpline and also access to a confidential counselling service

Full details are provided in your Statement of Main Terms and Conditions provided prior to your first day of employment.

The Common Life Commitment
As well as the job description, employees on Residential Terms and Conditions are held accountable to the Common Life.

Being a part of the staff team working on Iona for the Iona Community, entails more than doing a job; it is a way of life. We work together here, and as a team are committed to sharing a common life of work, worship and recreation with each other and with the volunteers and guests, throughout the season. There is a fine line between what are Common Life commitments and what are employment tasks. Living like this is a rewarding, but also a vulnerable and challenging experience. Our life together here is a commitment.

We are accountable to one another for upholding this commitment, which includes:

- **living together in community** with curiosity, delight, grace and forgiveness.
- **representing** the Iona Community by becoming familiar with the concerns, passions and structure of the IC as well as the Rule of Life.
- **offering leadership of services** based on the traditions and liturgies of the Iona Community. Support will be given in how to prepare and lead public worship.
- **leading the Pilgrimage** and so deepening awareness of island life and history.
- **engaging in conversation** with Abbey team members and guests, including over meals.
- **participating in social events with the team**
- **taking responsibility** for our own time management, including down time, our own social life and the energy levels we bring to our role.

These Common Life commitments are in addition to the 35 hours per week which we dedicate to the task based role for which we are employed.

Regularly attending morning and evening services is an important part of our Common Life and part of our living and working together. These services are the responsibility of the Abbey Warden, but all members of the team are encouraged to share in the leadership of services. Support will be given for this.

Participating in the Common Life is a way of living that can provide friendship, support and encouragement. It enables us to hold each other accountable, to embrace our differences and celebrate our similarities. Together we recognise our different working patterns, learning preferences, and ways of communicating. This makes our life on Iona enriching , challenging and fulfilling.

In many ways this is a counter cultural way to live, in a world of rampant individualism and the seeking of privatised, individual rights. Our commitment to a Common Life on Iona is a sign that there are other ways for people to live. The Iona experience for many staff is intense and deep, even life-changing: strong friendships may be formed, a deeper relationship with God formed, self-confidence boosted as individuals are valued and listened to and untapped skills are discovered and released.

Equally, the pressures of work and Common Life can, at times, feel unrelenting. Time off and taking holidays is critical for every member of the team, and the line managers will ensure this happens. In addition, in recognition of the demands put by work and Common Life on Iona, the Iona Community has put in place a range of supports, including regular staff meetings to discuss issues around the Shared Tasks and Community Building aspects of the commitment.

D. PRACTICAL INFORMATION ABOUT LIVING ON IONA - THE BENEFITS OF WORKING HERE

Environment
Iona is a very small 'island off an island'. It is just 1 mile wide by 3 miles long and is one of the islands of the Inner Hebrides of Scotland. There is a 10-minute ferry ride from the Isle of Mull. Iona has a resident year round population of approximately 180.

Iona's climate is often windy, cool and wet, making waterproof and warm clothing essential. Ferries can also be disrupted. However, overlooking the Atlantic Ocean, the island provides a beautiful work environment; and draws the interest of thousands of people who journey to its shores each year, whether as day visitors or staying longer

Full Accommodation and Meals
All Resident Staff posts, regardless of duties, are offered at the same monthly allowance, plus full board and lodging.

Meals are provided to all members of the Abbey Team – staff and volunteers. Most meals are eaten together in community, including with guests. At other times, food supplies are available from the Abbey kitchen in order to self cater.

All Resident Staff are assigned a private bedroom in one of our properties with access to a kitchen, bathroom, laundry facilities and common area. Due to space constraints, we are not able to accommodate non-working relative, including children. Appropriate accommodation may be available for those who have documented disabilities.

Pension Scheme
The Iona Community also offers a contributory pension scheme linked to the allowance, details will be included with your Statement of Main Terms and Conditions.

Rhythm of the Week
At the Abbey, the normal working week is 35 hours per week with Common Life commitments in addition. In coming here we commit to spending additional time beyond our job role in shared tasks. The pace is busy and staff receive two days off (which may be split) per week. Some roles (such as Cook, Housekeeper, Musician, Worship Co-ordinator) will work split-shifts, working in the morning and late in the evening. Flexibility is required as is a willingness to cover for colleagues when necessary.

Vehicles
Iona is subject to a "Prohibition of Vehicles" Order that controls the type of vehicles allowed onto the Island. Staff who have a car will need to park in the long-stay car park located in Fionnphort, Isle of Mull; exemptions are available for those with mobility issues.

Banking
Allowances are paid directly into UK bank accounts. If you are from outside the UK, instructions about setting up a UK bank account will be made available on request

Telephones, Internet Access, Radio & Television

- Internet access is provided.
- The signal for mobile phones varies according to the service provider; currently the EE and O2 networks provide the strongest signal.
- It is near impossible to find a good radio signal. Radio is best listened to via the internet.
- Anyone watching TV via the internet must ensure they are covered by a TV licence as the Iona Community does not have a licence to cover this. You need to be covered by a TV Licence for:
  - All TV channels - like BBC, ITV, Channel 4, and international channels
  - Pay TV services - like Sky, Virgin Media and EE TV
  - Live TV on streaming services - like YouTube, Netflix, and Amazon Prime Video
  - Everything on BBC iPlayer

  This includes watching, recording and downloading on any device.

Medical Coverage
There is no doctor on Iona; employees register with the local surgery at Bunessan on Mull. Medical advice is available by telephone, online or in person at Bunessan surgery via a triage system. A doctor also comes to Iona every Thursday morning (ferry permitting),

All Iona Community Abbey Staff are provided service by the Doctor free of charge under the current United Kingdom National Health Service, but prescription drugs sometimes require payment.

Insurance
The Iona Community is responsible for personal belongings being insured to a maximum of £1,000 against theft and other risks, but not against loss or accidental damage. It is at the discretion of individual staff members to purchase renter's insurance.

Staff Induction and Training
In addition to training for all staff at the beginning of the season, all new employees will receive an induction on arrival. These aim to assist them to perform effectively in the job role and within their work environment, and introduce them to living in community and participating in the Common Life.

Employee Handbook
In line with all Iona Community staff, you will receive an employee handbook. This provides information relating directly to your employment and, along with your Statement of Main Terms forms your employment contract.

Areas covered by these resources are:
- General Terms and Conditions of Employment
- Policies and Procedures
- Health and Safety Information

Probation 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 offers training and gives the opportunity to develop, with relevant guidance, the necessary skills to carry out the job effectively.

E. INFORMATION FOR FOREIGN NATIONALS

The Right to Work
If you do not already have the right to work in the UK, it will be necessary for you to obtain a visa granting you the right to work.

The Iona Community is registered as an "A-rated sponsor" which means we can attain Certificates of Sponsorship (CoS) under Tier 2 of the Points Based System (PBS).

However, the posts which we could obtain a Certificate of Sponsorship for are limited by the visa requirements.

Requirements for the Skilled Worker - Tier 2 (Minister of Religion) category include carrying out a role that involves pastoral care – and so this would only be a possibility for certain roles, as indicated at the time of advertising.

More information about visas and immigration is available here:
https://www.gov.uk/browse/visas-immigration

Obtaining a National Insurance Number
Employees pay National Insurance contributions (NICs) whilst working for the Iona Community (subject to earnings). NICs are collected by HM Revenue & Customs through the Payroll system and go towards benefits, such as unemployment benefit, the National Health Service (NHS) and the state pension.

Applying for a National Insurance Number

F. FREQUENTLY ASKED QUESTIONS:

Can a partner and/or dependants accompany me?
If you intend to be accompanied by a partner, we would encourage them to apply for a suitable vacant staff role. In the event that there are no suitable vacancies, or they are not successful in their application, then we could consider them for a long-term volunteer appointment. This would be enhanced with the payment of the dependant's allowance. In this case you and your partner would be expected to share one bedroom within the shared staff accommodation.

Due to space constraints, we cannot presently offer accommodation to anyone who is not a member of the Abbey Team, either as staff or volunteer, including children.

Can I bring my pets?
It is not possible for resident staff to bring their pets with them to Iona.

What are the church services like?
Iona Community services are ecumenical and open to all. Members of the Abbey Team are encouraged to regularly attend services to start and end the day. Morning services take place throughout the year and follow the pattern of prayer practised daily by Iona Community Members worldwide. Evening services happen most nights in the season.. They have a different theme each night, and normally last for around 30minutes.

We seek to ensure our services are grounded in the life of the Iona Community and in the life of the world, that they are honest offerings to God, and that they include nourishing readings from scripture and other sources. We intend for them to be inclusive, creative, challenging and consoling. However, the Iona Community believes that our services are only one part of our worship offering to God. This worship also encompasses our work, our recreation, our relationships to each other and all of creation, and our personal growth as human beings.

In work, rest and worship
God is with us