



*Working with*

**Friends International**

[www.friendsinternational.uk](http://www.friendsinternational.uk)



# The world has arrived. We're just waiting for YOU!

## **Friends International grows friendship and faith with international students in the UK and Ireland.**

Around one million students come from all over the world to study in these islands every year. These students arrive eager for new experiences, yet they will also encounter many unfamiliar situations and sometimes loneliness as they try to adjust to their new home.

Sadly, most international students won't meet a Christian, be invited to church, or even have a significant friendship with someone local while here. Friends International envisions and equips churches, campus groups and individuals in welcoming, befriending and sharing the Good News of Jesus with international students, whatever their faith or background.

If an international student responds to the gospel while here and is discipled well, they will return home as an ambassador for Christ, a "missionary" to their friends and family. On top of this, a western university education can mean influential jobs and leadership roles for returning students. This is a strategic gospel opportunity, available to us right now! Of the million international students who come to study in the UK

and Ireland each year, approximately half attend universities (605,140 in 2022/3) and half come to learn English at language schools.

Many of these students come from countries with little or no Christian witness, which makes their time here a tremendous opportunity for them to hear about Jesus.

We aim to partner with churches in much of what we do, so that they are encouraged and equipped to reach international students for Christ. We have a commitment to reaching out to international students with the love of Jesus and we would love for you to join us!

Alan Tower  
National Director



# What churches are saying...

**“The mission of Lansdowne Church as a welcome space for internationals, especially students, is served so well by the overlapping vision and values of Friends International...”**

Peter Baker, Senior Pastor, Lansdowne Church in Bournemouth

**“We invest heavily in international student work and are delighted to partner with Friends International in this. When people ask us why we are so passionate about international students, we have a whole list of reasons!...”**

Ramzi Adcock, Executive Minister, Jesmond Parish Church in Newcastle

**“I’ve long appreciated the work of Friends International. Their commitment to discipling, equipping and engaging students with the gospel is as exciting as it is significant...”**

Rev. Dave Gobbett, Lead Minister, Highfields Church in Cardiff

## Our Vision

### OUR FUTURE DESIRED REALITY

“To see international students transformed by the good news of Jesus so that they fully engage with the mission of the church in the world.”

## Our Mission

### OUR OVER ARCHING TASK

“To work with the church to communicate the good news of Jesus to international students in both word and deed and in whole life cross-cultural discipleship.”



“...my church strongly supported me applying for the position.”



## I recently joined Friends International!

“I heard about Friends International from so many different people involved in student ministry, and local church work, and even from students themselves!

It has a wonderful reputation, and my church strongly supported my application for the position. Since joining, a real highlight has been watching international students develop an interest in the Bible over time and gradually grow in their faith.

Our students come from all over the globe, and sometimes have governments who are unfriendly to the gospel. I spend time researching the religious makeup of their countries so I can communicate safely with them when they return.

I am amazed by the experience and the resources of Friends International as an organization. There is so much wisdom to draw on, and so many incredible ideas for outreach and discipleship here. I think if anyone has an interest in international student work, they couldn't find a better group of people to work alongside!”

**Abigail Pearce, Centre Team Leader, Coventry**



### Examples of Friends International Activities:

**Welcome Programmes to meet students as they arrive**

**International Cafés**

**Outings to visit local attractions**

**Social events, special meals, etc.**

**Hospitality schemes**

**International Women's groups**

**Mums and toddlers groups**

**Opportunities to practice English**

**Help with cultural adjustment**

**Bible studies**

# How we work

**We aim to achieve our mission through the following core activities:**

1. Motivating, mobilising and equipping churches and their members to share their lives and faith in Jesus Christ with international students in their local area by:

- Providing programmes of practical care and hospitality for international students.
- Teaching international students the good news about Jesus Christ.
- Encouraging, nurturing and training in their faith those who are already, or who become, Christians.

2. Discipling Christian international students in their spiritual growth in preparation for their return home and providing & developing a network of Christians in other countries committed to continuing the discipling process.

3. Producing resources to help Christians reach international students in a culturally sensitive way.

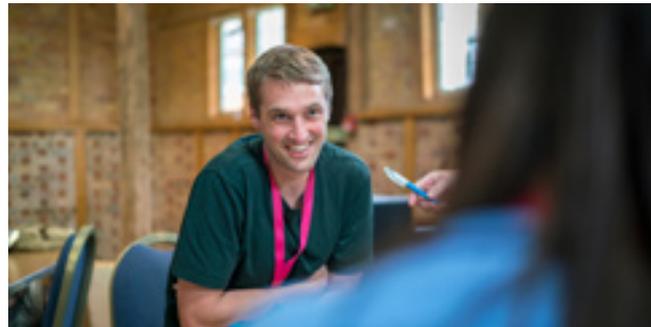
4. Running training events and conferences to facilitate the development of international student work across the UK and Ireland.

5. Promoting effective partnerships with churches and other Christian agencies to develop ministry among international students.

6. Partnering with other student-focused agencies including Universities and Colleges, Christian Fellowship, Christian Unions Ireland, Navigators, Agape and Fusion.



# Staff Information



**As a movement Friends International is committed to equipping and guiding its staff and volunteers to help prepare international students to be effective disciples throughout the world.**

Ministry with Friends International requires commitment and dedication to Christ, just as it does for anyone serving in challenging situations at home or abroad. We recognise that the physical, mental, emotional, social and spiritual demands on an individual or family can be great. Therefore, we are committed to serving our staff in every aspect of life, assisting their ability to be good ministers of the Word of God.

## **Selection and the Interview Process**

Careful selection of staff is made by Friends International. Candidates are required to submit a full CV and complete an application form, and then may be invited to interview in which their suitability for the role is thoroughly examined. This is a two-way process enabling the candidate to assess the suitability of the role to them also.

## **Learning and Development**

Friends International aims to provide orientation for all new staff, giving them an adequate preparation for ministry in a cross-cultural setting. Staff are encouraged to continue their development through appropriate training, conferences and individual study. We hold a Conference each January, which all staff are expected to attend, that offers a time of worship and fellowship with other staff, graduate trainees, Affiliates, and guests, combined with relevant training. It provides a time for families to share and meet together. In May, Staff and Affiliates can attend a residential regional training event addressing topical issues.

## **Team Meetings**

Staff are also expected to attend Cluster meetings which take place between three and five times a year. This is where Staff from each group of local Centres meet together for a team day, and usually includes a time of Bible study together, prayer, information sharing, training and lunch!

# Fundraising

# F.A.Q.

**The cost of employing our staff (including salary, pension and central services-related expenses) is funded through a system of 'Mission Partnership Development'.**

## **What do we mean by 'Mission Partnership Development' (MPD)?**

Our aim is that at least some of the funding for each staff worker will come from the churches in the place where they work. The local Centre including the Branch members will work to develop local finances. The staff worker will also recruit a team of mission partners, including their sending church where possible, and personal supporters.

## **This can sound very daunting... and it can be!**

But just as God inspires us to participate in this work, so he inspires others to join us. It's not just partners' financial gifts that we need, but also their prayer. We will work with you to produce partnership forms, offer training, and in some centres there may be a degree of centre funding already available to help get you started.

## **How much will I need?**

Friends International will work with you to produce a budget. Your salary, which forms part of the budget, is paid towards the end of each month and is not directly dependent upon fluctuations in gifts received in any particular month.

Rather, contracted hours are negotiated at the commencement of employment, reviewed periodically and mutually agreed in accordance with the finances available. If you are considering becoming an employee this will take into account your basic salary plus all the 'add-ons' of employment costs as well as general expenses. You will also be eligible to join our pension scheme.

Friends International will support and advise you regarding approaching individuals and churches to recruit a team of partners. Your supervisor and staff at the Friends International Support Centre will be happy to discuss this with you in more detail and answer your individual questions.

## **Is this way of living for me?**

The idea of raising funds through a team of partners will need careful consideration and it will require both faith and prayer. All Friends International staff workers, in common with many other mission agencies, are funded in this way. God is faithful and we all rely on him for his provision for this work.

## **Applying for a Position**

Find all our latest vacancies at:

[www.friendsinternational.uk/jobs](http://www.friendsinternational.uk/jobs)

## **What key skills are needed to be considered for a job at Friends International?**

It is important for our staff to have a passion for student ministry and cross-cultural evangelism and to be servant hearted. In terms of what's on a CV, we consider it important for candidates to have a university degree so that there is an understanding of what it's like to be a university student, and experience or qualifications in mission or theology.

## **If someone is interested in applying for a job what should they do?**

They should email their CV (résumé) to our Human Resources Manager Diane Smith at our recruitment email address ([recruitment@friendsinternational.uk](mailto:recruitment@friendsinternational.uk)), with a cover letter or email to explain which position they are interested in, what attracts them about it, and what skills and experience they can bring to the role.

## **What's the process after FI receives my correspondence?**

Firstly, the documents will be shared with the recruiting team for the role they have applied for. Next, an informal call may be arranged with the candidate, to find out a little and explain what the role involves. If that conversation is positive, a completed application form and the names of two referees will be requested, before shortlisting for an interview. We hope that, by this time, we have had a good opportunity to find out about each other and to start to discern whether it is right to proceed.

## **What support can new staff expect after starting?**

Once you begin your role, you will get introductory training on day-to-day activities from your immediate supervisor, and training at national events on the wider aspects of the organisation and international student ministry.

There are also annual training days on specific topics, plus local team meetings and training days. Finally, our Head of Member Care will contact you from time to time to check how you are settling in, and to offer support to help your general well-being and work / life balance.

# Our Values

## Prayer

Prayerful dependence on God for everything we need to fulfil our mission

## Church

The vital role of the local church in sharing the gospel with the nations

## Caring

Caring for the whole person for their flourishing in life and ministry

## Servanthood

Servanthood, openness, consultation and mutual commitment in all our relationships

## Bible

The Bible as our authority, source of teaching and model of ministry

## Partnership

Co-operation that honours others and gets more done than we would alone

## Cultures

Giving generous respect to all cultures and aiming for cross-cultural sensitivity at all points

## Potential

Giving all staff the opportunity to use their unique God-given gifts to their full potential

# Statements

## The Friends International Basis of Faith

Friends International agrees and adopts the Evangelical Alliance Basis of Faith. All Staff, Trustees and Branch members of Friends International are required to agree with and sign this Basis of Faith on appointment, and thereafter at three - yearly intervals, as are Reach Trainees when they start.

Read the full Basis of Faith here:

<https://www.eauk.org/about-us/how-we-work/basis-of-faith>

## The Friends International Statement on Divergent Views

1. Friends International is an evangelical Mission that works with a cross-section of denominational and independent churches. Furthermore, its trustees, branch officials, staff and volunteers also represent a considerable diversity in their church backgrounds.
2. The Statement of Faith contained in the Trust Deeds represents the essential truths of the Gospel that are basic for the ministry of Friends International. As such, it is the doctrinal base to which all trustees, branch officials, staff and volunteers must assent, and the grounds on which Friends International is in fellowship with churches and other mission societies.
3. Friends International does, however, recognize and respect the divergences of biblical interpretation and practices amongst evangelical Christians, including those of churches overseas to which international student Christians may belong. As long as these differences do not conflict with the Statement of Faith, or cause undue divisiveness, they are not a barrier to becoming a staff member, a trustee or a branch official.
4. Being non-denominational in doctrine, Friends International expects its trustees, branch officials, staff and volunteers to be mutually respectful on teachings not covered by the Statement of Faith. Such teachings should not prejudice their advice when counselling a new believer regarding church affiliation, nor affect the churches and mission societies with which they have contact.
5. When working in a single church context, whether one's own or another, Friends International expects its trustees, branch officials, staff and volunteers to operate with respect towards that particular church's viewpoints on matters not covered by the Statement of Faith. However when working within an inter-church context, trustees, branch officials, staff and volunteers are able to make decisions, where needed, on matters not covered by the Statement of Faith and where discretion is permitted by Scripture. Whether applying their own viewpoints or deferring to the viewpoints of others, their practice should be motivated by a desire for the optimal cooperation of the group and not by a sense of loyalty to their own theological convictions.
6. Friends International believes that God has called the trustees and staff to concentrate unwaveringly on evangelism, discipleship and preparing students to help in the development of churches in their own countries upon their return, according to Christ's mandate (Matthew 28 v18- 20). Therefore, all are urged to concentrate on these goals and to exercise care in all conversation and correspondence so that no offence is unnecessarily caused to anyone, be they colleagues, local churches or students on any matters, whether doctrinal, political or racial. Whilst the cross may be an offence to some (Galatians 5.11), we are called to be the aroma of Christ among those who are being saved and those who are perishing (2 Corinthians 2.15).

The Friends International application form asks candidates to confirm that they agree with the Statement on Divergent Views.

## Privacy Policy

Please refer to Friends International's Job Applicant Privacy Notice which outlines how we collect and look after your data, in compliance with GDPR.

[https://www.friendsinternational.uk/wp-content/uploads/2020/03/FI\\_Job\\_Applicant\\_Privacy\\_Notice\\_v1.1.pdf](https://www.friendsinternational.uk/wp-content/uploads/2020/03/FI_Job_Applicant_Privacy_Notice_v1.1.pdf)





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Please visit our website for all policy documentation

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