

July 2008



## “WORKING” IN INCEDO

What are we looking for?

Someone who wants to be held accountable for their growing commitment to following Jesus radically in the presence of young people and who believes the purpose and values of Incedo give the right environment for her/him to do this. You must be:-

- Able to hold lightly programmes, projects, plans, models.
- Committed to hold tightly people, relationships, conversations, connections.
- Passionate about purpose and values and exploring and following practices that promote an Incedo lifestyle individually and corporately.
- Able to use certainty of purpose and values to cope with continual uncertainty, open-source theology, loose structures.
- Willing to be considered radical, fanatical, strange, dangerous by those comfortable with traditional Christianity.
- Prepared to feel lonely, misunderstood, rejected, forgotten by those who find the Incedo lifestyle too challenging and irritating.
- Able to pursue humility and despise arrogance while believing that the Incedo lifestyle encourages a member to the highest order of following Jesus.
- Willing to do whatever it takes to fulfill the purpose of Incedo by daily committing all resources available – time, energy, possessions, finance, relationships, skills, abilities – to the mission of Incedo.
- Committed to the leadership of the MLT and Board who are making sure Incedo is staying true to its purpose and values.

We are not driven by our structure or bureaucracy but there are some admin things we have to do to ensure that our mission is not endangered legally, morally and financially. So, you must be:-

- ✧ Willing to be self-supporting through whatever means possible – this usually includes gifts and donations from friends, family, churches, trusts, etc and/or full or part time work. Gifts from donors who want a tax-deductible receipt will be taxable as are gifts from churches and some trusts. Gifts for services provided (e.g. speaking at an event) are also taxable. Our Incedo Accounts Manager will deal with all personal income issues. This includes helping you work out how you can use taxable income to cover expenses created from mission activity.
- ✧ Committed to the Incedo Policies and Procedures about our Code of Ethics, Health and Safety Standards, Complaints and Grievances Procedures (a copy is available from your local mission base or the Mission Leadership Team).

Other helpful admin stuff:

1. If you are going to receive gifts and donations through Incedo, Incedo is required to make KiwiSaver deductions immediately when you begin to be “paid”. If you tell us before you start that you want to opt out of KiwiSaver, we will not make the deductions and provide the necessary document for you to complete. If you decide you want to join KiwiSaver, you will have to choose a provider. Incedo will give information to help you with this and provide the document you need.
2. We also offer membership in a Southern Cross Healthcare health insurance group scheme. Please talk to us about joining this as soon as your membership is approved.

