

A photograph of a man and a woman on a rocky coastline. The man, seen from the back, has grey hair and is wearing a light blue t-shirt. The woman has long, wavy brown hair and is wearing a blue wetsuit. They are embracing each other. In the background, there is a grassy cliff, a wooden fence, and some buildings under a cloudy sky. The water is splashing at their feet.

CREATION FEST

Missional Handbook

A Guide to missional volunteers contributing to
the ministry of Creation Fest UK



Contents

Welcome, introduction and background	3
Our missional roles and team approach	4
Induction and training	5
Support and Supervision	6
Our Volunteer Covenant:	7
Certificates and Records	8
Missional profiles through stewardship model	9
Cessation of volunteer work	10
International Missional Volunteers	11



Welcome, introduction and background

Welcome to Creation Fest. Thank you for joining us as a missional volunteer, we are so excited to have you with us.

Simply put, Creation Fest exists to celebrate the good news of a God who loves us. We do this through festivals, events and gatherings designed to creatively communicate the Christian faith and inspire others to do the same. We love to celebrate the joy of walking in faith, and invite men and women, young and old, artists and accountants, seekers and sceptics to discover the free gift of God, Jesus Christ.

Our aim is to put on brilliant, free, fun events that bring Christians closer to Jesus, and that are accessible and attractive to those who don't know God or who are on the fringes of church community. At our annual festival, we have a skate ramp because it lets us talk to skaters about Jesus. We run a full kids and youth programme so that families can come and grow in their faith together. We bring in great Christian bands because music is its own language. We run an arts stream, fitness programme, bonfire nights, barn dances, a silent disco, late night film screenings and much more so that the largest possible audience is drawn in, coming for the fun but staying to hear the good news of a God who loves them.

Outside of our main festival and events, we love to inspire individuals and churches to reach their communities with the good news of Jesus Christ. Throughout the year, we speak at events, connect with young people, host gatherings and work in partnership with local churches. Our heart is to share our skills, time, expertise and resources so that we can be the best invitation possible for people to meet with God.

Established in 2002, our work now has a UK wide impact, with events occurring as far south as Cornwall and as far north as Scotland. From our office base in Wadebridge, Cornwall, our missional volunteers serve cross-culturally to help us to achieve our aim of sharing the good news of the Christian faith.

This handbook should tell you all you need to know about us as an organisation: our expectations for everyone that comes to serve with us, how we work and what we provide for our missional volunteers in terms of support and opportunity. It should be read alongside our policies and procedures. Should you have any questions or concerns, please don't hesitate to contact one of the core team who will be happy to assist you. Thanks for being with us!

Yours in Christ

Brian Brodersen, Chair & Festival Director, Creation Fest UK



Why we exist

It would have been the easiest thing in the world to base Creation Fest somewhere else.

The early discussions that took place in 2001 were rooted in prayer. London might have been the obvious choice, where local church support was well established and transport links made attracting visitors easier, but there was always something about a tiny corner of the South West of England that just wouldn't go away.

"But it's here" Phil Pechonis, pastor and previous Festival Director, would say. "All those surfers – they're here. And they need to hear about Jesus!"

And so, years ago, in the sweet surf spot of Woolacombe, North Devon, Creation Fest held their first one day event, in a field on the edge of the sea.

In 2008, we outgrew that field and moved to the Royal Cornwall Events Centre in Wadebridge, Cornwall for our 2009 summer event. We don't just talk to surfers anymore, but our heart and vision have not changed:

Creation Fest exists to celebrate the good news of a God who loves us.

We are proud to be a free-to-attend, gospel-centred festival in the UK. We are free because we believe that the good news of a God who loves us should be freely shared, freely heard, and free for all.

"What then is my reward? That in my preaching I may present the gospel free of charge, so as not to make full use of my right in the gospel." 1 Corinthians 9:18 (ESV)

We know that the need to share the gospel and equip the church is as great as it ever has been. Creation Fest continues to grow year-on-year, and we are grateful for those missional volunteers who choose to stand with us and be part of this vision.



What we believe

1. God. We believe that there is one living and true God, who exists in three persons as the Father, Son, and Holy Spirit. All equal in power and authority, the Godhead is the Creator, sustainer and governor of all things.

"The grace of the Lord Jesus Christ, and the love of God, and the communion of the Holy Spirit be with you all. Amen." **2 Corinthians 13:14**

2. Bible. We believe that God has communicated to us through the Old and New Testaments, which are true and without error. Scripture is the foundation of our individual lives and the blueprint for His church.

"All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work." **2 Timothy 3:16-17**

3. Creation. We believe that God created our world and gave it life. He is the Maker, who by simply speaking brought everything into existence and tasked humanity to care for it.

"For by Him all things were created that are in heaven and that are on earth, visible and invisible, whether thrones or dominions or principalities or powers. All things were created through Him and for Him." **Colossians 1:16**

4. Jesus. We believe that God became man so that we might be reconnected to Him. As a man, Jesus of Nazareth fulfilled this mission by His death and resurrection, and as God remains the object of our worship.

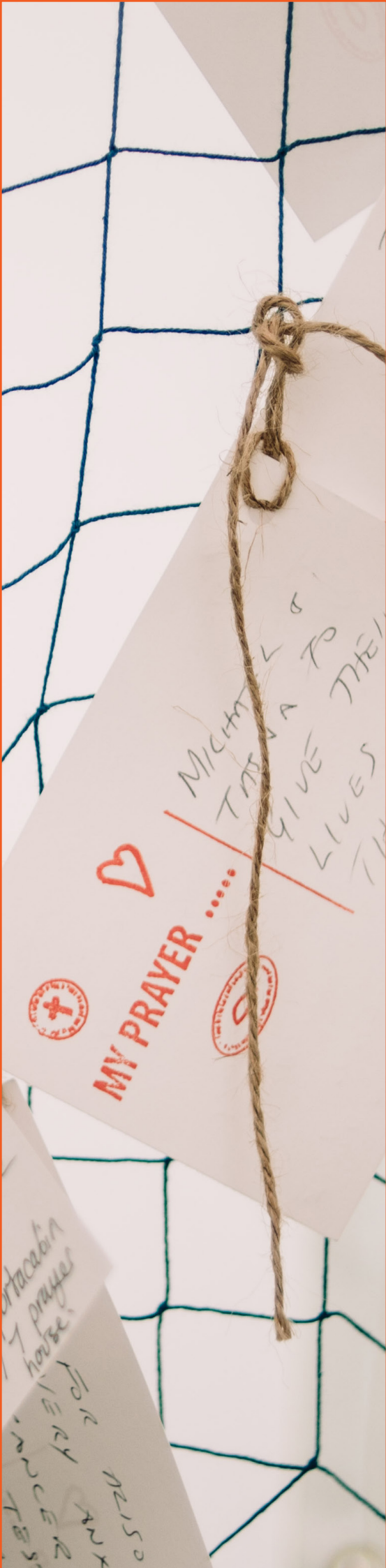
"For unto us a Child is born, unto us a Son is given; and the government will be upon His shoulder. And His name will be called Wonderful, Counsellor, Mighty God, Everlasting Father, Prince of Peace." **Isaiah 9:6**

5. Salvation. We believe that God invites everyone to entrust their lives to Jesus Christ. This act of faith initiates God graciously giving us spiritual birth, a place in His family, purpose in this life, and residency with Him forever.

"But as many as received Him, to them He gave the right to become children of God, to those who believe in His name: who were born, not of blood, nor of the will of the flesh, nor of the will of man, but of God." **John 1:12-13**

6. Church. We believe that God has formed a universal community from those who follow Him. We are connected to each other locally, where we gather to worship Him, be taught by Him, and be sent by Him.

"Now, therefore, you are no longer strangers and foreigners, but fellow citizens with the saints and members of the household of God, having been built on the foundation of the apostles and prophets, Jesus Christ Himself being the chief cornerstone, in whom the whole building, being fitted together, grows into a holy temple in the Lord, in whom you also are being built together for a dwelling place of God in the Spirit." **Ephesians 2:19-22**



7. Life. We believe that God has given us His Spirit to have the liberty, power and wisdom to live every day for Him. The believer who yields to His presence will experience the supernatural in all areas of life.

*"Most assuredly, I say to you, he who believes in Me, the works that I do he will do also; and greater works than these he will do, because I go to My Father. And whatever you ask in My name, that I will do, that the Father may be glorified in the Son." John **14:12-13***



Roles and culture

Rather than advertise specific roles, we love to see what people are good at, what they've done before and what they dream of doing, and develop roles that fit those skills and strengths. Practical-ly, we all participate in more than one area of ministry and expect that flexibility and adaptability will be values that you will share with us. Sometimes the work is glamorous, often it's not. Togeth-er, we get it done.

The following are some of the areas you might serve in at Creation Fest:

Church Hubs Placement

Admin Placement

Design Placement

IT and Systems Placement

Office Placement

Social Media Placement

Site and Production Placement

Youth and Children Placement

Note: this isn't an exhaustive list and not all of these are suitable for international volunteers.

Ours is a busy, ever-changing mission field and we rely heavily on working together and supporting one another as we seek to serve our community and communicate the good news of Jesus Christ. We work hard as a team, flexing and adapting to ever-changing weekly schedules, resting when we can and playing hard when it's needed. Ours isn't a 9-to-5 environment and nor will it suit everyone; hours can be long and facilitating events requires a certain type of temperament. We deal with all sorts of people as we interact with the church, the unchurched and everyone in-between at a whole host of events and gatherings. Everywhere we go, we aim to serve with joy and model the grace so freely given to us, even when we've barely slept in a week. If you thrive under pressure, can take initiative and love the challenge of living life to the full in Christ's power and strength, you've come to the right place.

We have strong relationships with a number of local churches across denominations. As missionaries serving on the frontline of God's kingdom work, we expect all volunteers to fully engage with local church life. Not only as part of your role with Creation Fest to partner with and support the local church, but also for your own spiritual growth, accountability and because like us, you love God's Church!



Raising personal support

As a volunteer-led charity, we are not an employer and do not offer salaried roles. All of our missional volunteers raise their own personal support, often through their network of church contacts, family and friends.

If you have made a commitment to serving as a long term (three months or more) missional volunteer with Creation Fest and rely on gift income for financial support, you may wish to consider setting up a Stewardship Individual Account to manage your donations. We can support you in this process and promote your account via our website.

Benefits of a Stewardship individual account:

- Stewardship support forms to help in your recruitment of supporters.
- Online management of your financial support, including the breakdown of donations from supporters.
- Listing on the Stewardship database for givers.
- Notifications of new donations and amendments to donations requested by existing supporter
- An efficient flow of funds to your bank account.
- Access to a handbook and training to give you skills and confidence to grow your support.
- Advice and information on aspects of support raising and good stewardship of your resources

For more information see: www.stewardship.org.uk

It is not compulsory that this is done through Stewardship, so if you prefer to use a similar alternative, please feel free!



Induction and training

We aim to provide you with all the information you need to serve well with us. An initial induction will be followed up by regular support and supervision, as well as any task-specific training you need. We know that there will also be many things that you are able to teach us; we hope that in the process of induction, we can learn as much about you as you are able to learn about us.

Your induction programme will consist of two elements: a general induction from a member of our team (although sometimes we may have to do this in written format) and a task-specific induction as required. It may also take the form of a group event or a one-to-one meeting, depending on individual circumstances. Induction will usually take place before you start volunteering, but occasionally things are really busy so it may take place during the week you begin with us.

The key components include:

- Initial introduction to accommodation, work place and team.
- Provision of key equipment for volunteer duties.
- The Creation Fest Volunteer Covenant, culture and expectations.
- Overview of policies and procedures.
- Setting of achievable goals for the first four weeks, prioritising regular short meetings over this time to avoid information overload.
- Attendance at a full team meeting as soon as possible.
- Completion of a one month feedback meeting.

After this, on-going supervision will be carried out by a member of the Core Volunteer Team as needed. It will consist of regular contact, in an appropriate place and manner, and at a level agreed with you. It will mainly consist of ensuring that tasks assigned to you are being carried out appropriately and in accordance with the outline agreed at the outset, identifying and dealing with any queries.

We are strong advocates of diarising this activity, as this helps us with record keeping. Supervision meetings are recorded via Base-camp; please also use this to record appointments, training, pastoral meetings, absences from the office, illness, holidays etc. This is especially important if you are an international volunteer as it is imperative we keep records of your activities and where you are at all times to comply with UK Visa and Immigration requirements.

Listening to you is really important for us and we welcome any ideas that you may have on improving how we do things. We love building partnerships with like-minded groups and organisations, so if you have contacts that may be of interest to us, please do let us know.

We want you to feel appreciated and supported whilst serving with us, and so endeavour to make sure that we are available to listen to you, celebrate successes and offer help with challenges.



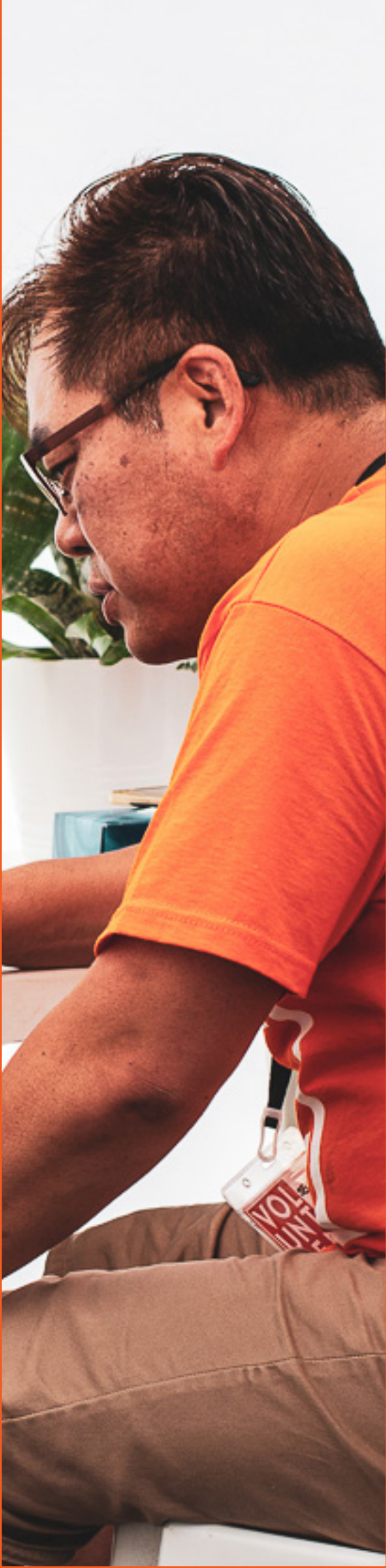
Our Volunteer Covenant:

Whilst serving with us as a missional volunteer, **we covenant to provide you with** the following:

- Accommodation in Cornwall
- Reimbursement for all necessary expenses incurred in the execution of your duties, including mileage and/or travel expenses (in line with our expenses policy). Your mileage to Cornwall and all meals are at your own expense.
- Necessary equipment and resources to carry out your role effectively and safely.
- Help and support to find a local church and/or Christian small group for fellowship and accountability.
- Help and support with setting up a Stewardship individual account (or similar) and raising personal support.
- Good communication: regular feedback, coaching and / or pastoral support.
- Provision of references, upon request, when your time with us is complete.
- Support in diarising activity and record keeping.
- A commitment to pray for you personally, that you would draw closer to Jesus Christ as you seek to serve Him as a missional volunteer at Creation Fest.

As a Creation Fest Missional Volunteer, **you covenant with us to:**

- Take responsibility for your daily transportation to and from the Creation Fest offices whilst serving with us.
- Make provision for or raise support to cover your living expenses for the duration of your role (estimate £10-15 per day to cover food and daily essentials) via a Stewardship individual account or similar.
- Supply all personnel information as requested and keep accurate records of volunteer activities as instructed.
- Show integrity when entrusted with a task. This means doing what you say you'll do, when you say you'll do it. If plans change or buses are late, let someone know.
- Stick to the office rules regarding lone working and young people, including abiding by our Safeguarding policy at all times.
- Have due regard for the welfare of other volunteers and members of the public.
- Familiarise yourself with and abide by all Creation Fest policies and procedures.
- Assign to Creation Fest the rights to any materials produced by yourself on behalf of the organisation, including text, illustrations, photographs, computer programs or other materials created by you whilst serving with us. These may be made available for future use.



- Maintain our reputation as a responsible tenant and charity by caring for our physical assets, e.g. property, equipment and vehicles, responsibly.
- To act in a manner that is in accordance with biblical principles on living a Christian lifestyle at all times (not just office hours) whilst serving as a missional volunteer with Creation Fest. This includes (but is not limited to) biblical instructions on not getting drunk, coarse language and sexual immorality.
- To be professional, graceful and joy-filled in your approach to everything you do. You are the face of Creation Fest and we all represent the Kingdom of God here on earth. In every interaction, we aim to be the best invitation possible for people to meet with God.

Signed: _____

Date: _____

Please keep one copy for yourself (as a reminder) and return the other to the office.



Ending your volunteering with us

As far as possible, we hope that all volunteers who serve with us leave feeling that they have positively contributed to the work of Creation Fest and grown in their faith.

Your commitment to serve as a Missional Volunteer can be halted, without prejudice, by either yourself or Creation Fest at any time during your involvement with us. We'd ask that as much notice be given as is reasonably possible in the circumstances, especially where a task has not been completed. In all situations, volunteers will be requested to return all equipment issued to them. If you wish to cease your commitment to serve with us, please notify your team lead or a member of the core team as soon as possible.

As a last resort, we reserve the right to halt a volunteer's commitment to serve with us. This could happen if we feel that the actions or behaviour of a volunteer do not meet our expectations as laid out in the Volunteer Covenant, are detrimental to the reputation of the organisation, or there has been an irresolvable complaint. In this instance, we will inform the volunteer personally and in confidence and involve the board in our decisions. Please see our disciplinary policy for more information.

In the case of international volunteers, we have a responsibility to ensure that all UK visa regulations are adhered to without fail. If there is any contravention of these regulations it could result in a cessation of the missional placement.



Useful contact details and further information

Find out more about Creation Fest through our website:
www.creationfest.org.uk

Find out more about Cornwall (the location of our offices)
<https://www.visitcornwall.com/about-cornwall>

Our address is:

Creation Fest, The Goods Shed, Southern Way, Wadebridge,
Cornwall, UK. PL27 7BX

0844 879 4703

Registered Company: 05824431

Registered Charity: 1121924 Registered in England and Wales

Use this link to contact us by email

www.creationfest.org.uk/contact.asp

Find out more about our local church partners who support
our volunteers pastorally:

www.wadebridgechristiancentre.org

www.tubestation.org

www.wadebridgeparish.org.uk

www.bpwcircuit.com [www.stmarysbodmin.org.uk/st-mi-
chaels-wadebridge](http://www.stmarysbodmin.org.uk/st-michaels-wadebridge) www.calvaryexeter.co.uk

Our charitable objects are:

THE ADVANCEMENT OF CHRISTIANITY FOR THE BENEFIT
OF THE PUBLIC IN ACCORDANCE WITH THE
FOLLOWING: 1 TO WORSHIP GOD THE FATHER, SON AND
HOLY SPIRIT; 2 TO BUILD UP THE CHURCH OF
JESUS CHRIST, IN PARTICULAR THROUGH THE TEACHING
AND PREACHING OF THE WORD OF GOD (THE BIBLE); 3 TO
PROCLAIM THAT MEN AND WOMEN SHOULD REPENT AND
BELIEVE IN JESUS CHRIST AS SAVIOUR AND LORD.

This handbook and forms are available in electronic format
on request.

Whilst we do not currently have a Welsh language version
of the handbook and other documents relating to
volunteering, we would be delighted to hear from Welsh
speaking volunteers who would like to assist us with
developing these.