



RECRUITMENT PACK

THANK YOU FOR YOUR INTEREST

Thank you for taking the time to find out more about joining the team at Mercy UK – whether this is the first time you've heard about us or you are already one of our dear friends, we hope we can stay connected with you.

WHO WE ARE

Established in 2005, Mercy UK is committed to restoring hope and transforming lives in partnership with local churches across the UK and Europe through the provision of online and onsite services.

Our services include a free-of-charge residential home for young women aged 18 to around 30 years of age with 'life-controlling' issues, pastoral training and advice, discipleship resources such as 'Keys to Freedom', and a remote support service.

Our passion is to see every Christian able to live free and stay free through deepening their relationship with God, self and others.

STATEMENT OF FAITH

Mercy UK acknowledges and accepts that there are different emphases and expressions within various Christian traditions. As a Christian charity, we affirm that:

- The Bible is the accurate and authoritative Word of God and applicable to our everyday lives.
- There is one God, the Creator, who exists in three persons; the Father, the Son and the Holy Spirit. He is totally loving and completely holy.
- Jesus Christ is the Son of God and the only one who can reconcile us to God. He lived a sinless life, died on the cross in our place and rose again to prove His victory and empower us for life.
- In order to receive forgiveness for our sins we must repent and believe in Jesus Christ who equips us to live a new life.
- God wants to heal and transform us so that we can live healthy and prosperous lives in order to help others more effectively.
- Our eternal destination is determined by our response to Jesus Christ and that He is coming back again.
- The Church is the body of Christian Believers, called into committed fellowship with one another and anointed to be the hands and feet of Jesus to the world

THE MERCY APPROACH

The Mercy approach is all about understanding the **'Why Behind the What'**. We do this through a number of different ways. For example:

- We seek first to understand, before being understood – that is; we ask questions, we have brave communication with each other and we listen, not just to what is being said, but for the meaning behind the words.
- We address the root issues – that is; we don't work towards seeing behaviour modification. Instead, we seek to partner with God in bringing healing at a root level because we understand that when the root is healed, the behaviours will change.
- We educate, equip and empower – that is; we give away what we learn because we understand that as we encounter the hope restoring and life transforming love of God that others will too.

In our practice, the Mercy Approach is informed by our guiding principles, our core values and our fundamental premises:

Our Guiding Principles are our most established and inform our services provision. We commit to:

- (1) accept young women to our residential home free of charge,
- (2) always give at least ten percent of all donations to other organisations and ministries, and
- (3) do not take any funding or any money that interferes with the freedom to share Christ.

This means that we will never seek to make money from other people's issues but seek instead, to provide our support to vulnerable individuals free-of-charge, and to donate money to other Christian causes. Mercy will never require a vulnerable individual to pay for the support they receive, and the support they receive will always be Christ-centred.

Our Core Values of Passion for God, Passion for People and Passion for Excellence, inform our approach. It means that we will always ask ourselves – Does it bring glory to God? Does it communicate value to people? Is it excellently done? As a team member, we ask you to challenge yourself with these same questions as you undertake the responsibilities of your own role and where something does not reflect our values, to work with your line manager to address this.

Our Fundamental Premises are guided by ethical practice and inform our decision-making. This means that as we make decisions, we will test them against our ethical framework, through our existing policies, through statutory safeguarding legislation and through best practice guidance obtained through our membership with regulatory bodies.

CORE QUALITIES OF A MERCY EMPLOYEE

At Mercy UK, we are committed to becoming an organisation where team members feel supported, valued and challenged to deepen their personal and professional growth. As an agile and fast-moving team, we seek to give our very best in attitude and activity in seeing hope restored and lives transformed.

We each contribute to the culture which we wish to work within and to this end, ask our teams to actively develop and partner with the following core qualities:

POSITIVITY

Choosing to look for the positive in a situation, turning challenge into opportunity, guarding the wellbeing of our colleagues, the atmosphere and our working environment

HONOUR

Choosing to respect, show value, build healthy relationships and encourage one another with dignity and esteem

GROWTH POTENTIAL

Choosing to advance and pursue new growth in creativity, professionalism, spirituality, emotional maturity, excellence, personal development and communication

FOLLOW THROUGH

Choosing to steward our responsibility and owning the influence of our responsibility in affecting the bigger picture; being accountable and seeing things through to completion

ALIGNMENT

Choosing to position ourselves in agreement with managerial or leadership decisions, regardless of our own personal preference and agenda, and seeking to understand decisions so that they may be upheld with a sense of conviction

RESILIENCE

Choosing to address challenges and hindrances, to dig deep, push through, keep going and move past any present circumstances, committing to seek a 'here and now' sense of direction and purpose in the outworking of your relationship with God.

INTEGRITY

Choosing to be consistent, authentic, honest and trustworthy with ourselves and with one another, creating an atmosphere of authenticity and safety.

DISCIPLINE

Choosing to exercise self-discipline towards positive emotional, mental and spiritual health as well as personal productivity; actioning what is required regardless of personal mood.

GRATITUDE

Choosing to be thankful in all circumstances, sharing breakthroughs and positive updates to the teams and contributing to an atmosphere of joy and momentum

FAITH

Choosing to trust and remain confident in God's character, nature and faithfulness and committing to ongoing fellowship with the Godhead and His Church.

At Mercy UK, we believe in a living and active relationship with God and therefore, believe that every member of the team is called by God to partner with our mission of seeing hope restored and lives transformed.

We look forward to hearing from you and invite you to get in touch and ask any questions which may inform your decision to join the team.

Thank you once again for your interest in Mercy UK.

In honour of God and in His service,
Arianna Walker
CEO