



# NOONDAY

pastoral care & advocacy

*Noonday exists to serve the church by providing Christ-centred pastoral care and advocacy to those in Christian ministry in the UK.*

## **What?**

As part of its pastoral care services, Noonday will arrange confidential conversations between a client and a member of Noonday's team. These conversations will provide each client with the opportunity to:

- discuss ministry difficulties which have arisen recently (which will usually be within the last two years);
- be offered help to access safeguarding advice;
- find out how they can access information about their rights and available options;
- explore appropriate next steps, which may include signposting to other organisations;
- pray with someone.

As part of its advocacy services, Noonday will offer the following:

- digital resources (including templates) designed to equip struggling ministry workers to advocate for themselves where possible;
- digital resources to equip churches and parachurch organisations to care appropriately for their employees and volunteers.

Noonday may also offer the following:

- accompaniment for a client attending grievance or mediation meetings.

## **Why?**

Noonday believes that local churches and parachurch organisations are gifts from the Lord. We believe that both are usually instruments of incredible blessing to Christians and non-Christians. We also believe that the employees, volunteers and members of both are capable of wonderfully godly acts as well as tragic missteps. As such, while we know that many local churches and parachurch organisations are doing their very best to care well for their employees, volunteers and members, we acknowledge that things can and do go wrong. Noonday recognises that this can happen from the top down (for instance, a senior minister or overseer bullying or mishandling a junior colleague) as well as from the bottom up (for instance, a minister being bullied by members of their congregation or church council). Noonday's mission is to facilitate the work of local churches and parachurch organisations by supporting their employees and volunteers through ministry-related challenges.

At the moment, there is no existing single organisation which provides this kind of support. Existing secular organisations providing support for employees are not equipped to address the additional complexities of Christian workplaces. Conversely, Christian HR firms in the UK do not deal directly with employees or volunteers. Noonday therefore aims to fill this gap by providing Christ-centred pastoral care and advocacy (informed by best secular practice as well as by understanding of the intricacies of UK Christian workplaces) to those in Christian ministry.

## **How?**

Noonday's digital resources will be freely available on its website. Clients wishing to access its other advocacy and all of its pastoral care services will be requested to fill in a form on the website. A member of the Noonday team will review each form and either arrange a conversation with a team member, or will direct the individual to an alternative source of help.



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## Who?

Noonday's remit will include anyone whose livelihood is directly linked to their ministry role and who is struggling as a result of that role for any reason. This role must be with a UK-based church or parachurch organisation. This includes:

- full- and part-time roles;
- junior and senior roles;
- roles which are primarily to do with word ministry (such as pastors and children's/youth workers) and those which are not (such as administrators and operation managers);
- employees, workers and volunteers (such as ministry trainees receiving a grant towards their living expenses while they are training);
- those whose ministry is primarily in the UK and those whose ministry is primarily based overseas (such as mission partners whose sponsoring agency is based in the UK).

Noonday's remit will not (at least initially) extend to those in roles which could reasonably be expected to be performed without financial recompense, such as those whose only or main ministry involvement is limited to preparing for and being involved in a weekly service or meeting and which is done in their spare time (such as small group leaders or those serving as part of a children's ministry team).

Noonday's remit will also not extend to family members of ministry workers.

Noonday will not accept clients from churches or organisations to which its team members are currently affiliated, or to which they have been affiliated within the last five years.

## Basis of Faith and Values

Noonday subscribes to the Evangelical Alliance's [Basis of Faith](#) and works with staff and volunteers who do the same. It is committed to following in Jesus' footsteps by doing God's work in God's way and trusting in God's sovereign care and timing. Noonday is therefore committed to:

- being **unashamed** of the gospel (Rom 1:16-17).
- treating everyone with **grace and patience**, wanting the best for all and being prepared to warn, encourage and help as appropriate (1 Thess 5:14-15).
- being a place where people feel **safe** sharing their struggles, knowing they will be met with compassion and not condemnation (Is 42:3).
- **integrity**, where Christian living mirrors what the Bible teaches (Jas 1:22-25).
- the **worth of every Christian**, wanting to help those struggling to speak to find their voice (Ps 10:17) and to support those who have gone astray to return to the Lord (Gal 6:1).
- **positivity**, being passionately for individuals, for local churches and for parachurch organisations and wanting to see each of them thriving (1 Cor 1:4).
- doing everything for **the glory of God** (1 Cor 10:31).