

December 2021

We are hugely thankful for the many volunteers who give up their time to serve at the Convention and make this annual event possible. We recognise that we have not always provided a clear statement on claiming expenses, the cost of volunteers, and giving. This guidance seeks to do that and should be read alongside our Accommodation Policy.

Background

The "*all one in Christ Jesus*" text has been central to the ethos of the Convention since its beginning 1875. We are committed to making the event accessible to all, and free to attend. We can do this through the generosity of God's people, and by being good stewards of the resources entrusted to us

We are immensely grateful to the hundreds of volunteers who give up their time to serve at the Convention and make the event possible. We want to make serving as a volunteer available to all. That's why, historically, Keswick Ministries has covered all the costs associated with volunteer accommodation, meals, travel and other expenses. Ordinarily those who serve on team do so at essentially no cost to themselves.

Over recent years total costs have increased dramatically, and we are keen to be good stewards. As a result, we have been reviewing our guidance and produced this document.

We know that many other Christian events and camps encourage or ask those who volunteer to contribute to the costs of the event at which they serve. We are of course aware that many who serve also give, and we are grateful for this.

In seeking to live our values and be good stewards we are introducing this guidance to volunteers so they can prayerfully consider their level of support.

Guidance

- We ask that volunteers prayerfully consider whether they are able to make a gift to cover the cost of accommodation and meals, or contribute towards this, either as a one-off gift or regularly by Direct Debit.
- We ask that volunteers cover their own travel expenses where possible.
- Where staying in self-catering accommodation, with others not serving on team, we ask that volunteers cover their own food costs.
- We appreciate that everyone's circumstances are different and want to say to every volunteer who is unable to contribute, "Don't worry - you are still very welcome, and we are truly thankful for your service."