

## ICE Associate Workers

### What is an ICE associate worker?

The role of the associate worker is simple – they provide the capacity for ICE to reach into a much greater number of schools than the limited number of full-time ICE staff could manage. As such, the associate is vital to the work of ICE, and establishing a positive and effective relationship with the associate team is a key part of the ICE staff team’s role.

At ICE, we always remember that associates are not ICE staff; they are effectively volunteers, but in almost every case will need to balance work alongside ICE with their main role (as Youth Pastor, Intern, even part-time employment...). This will often mean that the associate is fulfilling their church’s vision for schoolwork, as well as operating under the aegis of ICE.

An associate worker is someone who works *with* ICE, not *for* ICE. They are employed (or volunteer with) a local church, and are responsible primarily to the church leadership in matters such as CRB, job description and so on. This is distinct from those who work for ICE (such as the staff lead workers, or those who volunteer directly with ICE) – in this case, ICE takes on responsibility for that worker.

We also understand (and value the fact) that many of the associate team will have significant youth work and schools experience of their own – amongst our current associates are qualified teachers, teaching assistants, qualified youth workers, bible college students and more.

For this reason, we encourage our associates to operate with a great deal of autonomy, working alongside ‘their’ teacher, head of department or senior staff, determining the roles that the school would like them to take on, such as clubs, lessons, assemblies, support work and so on. The ICE staff team are there to support this work through regular visits, resources, ideas, friendly chats, and by becoming part of a three-way relationship between ICE, the associate worker and the school.

Of course, if an associate would prefer not to take on this level of autonomy, then they will be fully supported by the staff team at the level that suits them. Currently we have associates who have taken on a lunchtime club, a single lesson a week, or who have simply committed to being at a fortnightly assembly. The value of our associate team is not seen in the number of hours they commit to, but in the commitment they put into whatever time they can give.

A thriving associate team also helps our staff team, freeing them into having an overview of the complete work, being a known face in every school and church, linking with bigger projects like FNX, and managing the over-arching projects that touch on multiple schools in the city (GSUS, Life and MJK being recent examples). Together, we really can do more.

If you would like to find out more about becoming part of our associate team, please get in touch with the office, on 01392 411116, or email us on [office@icetrust.co.uk](mailto:office@icetrust.co.uk).