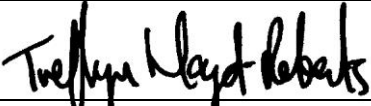




Basis of Faith, Ethos Statement and Values

Corporate Policy

Authorised by:	
Date:	13 th April 2022

Yeldall Christian Centres is a Christian organisation that acknowledges Jesus Christ as Lord and that the love, mercy and grace of God are made known to us through Christ.

Basis of Faith

Our Basis of Faith is that we believe in:

1. The one true God who lives eternally in three persons – the Father, the Son and the Holy Spirit.
2. The love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.
3. The divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God – fully trustworthy for faith and conduct.
4. The dignity of all people, made male and female in God's image to love, be holy and care for creation, yet corrupted by sin, which incurs divine wrath and judgement.
5. The incarnation of God's eternal Son, the Lord Jesus Christ – born of the virgin Mary; truly divine and truly human, yet without sin.
6. The atoning sacrifice of Christ on the cross: dying in our place, paying the price of sin and defeating evil, so reconciling us with God.
7. The bodily resurrection of Christ, the first fruits of our resurrection; his ascension to the Father, and his reign and mediation as the only Saviour of the world.
8. The justification of sinners solely by the grace of God through faith in Christ.
9. The ministry of God the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship and enables our witness.
10. The Church, the body of Christ both local and universal, the priesthood of all believers – given life by the Spirit and endowed with the Spirit's gifts to worship God and proclaim the gospel, promoting justice and love.
11. The personal and visible return of Jesus Christ to fulfil the purposes of God, who will raise all people to judgement, bring eternal life to the redeemed and eternal condemnation to the lost, and establish a new heaven and new earth.

Ethos Statement and Values

Mission and Vision

Our mission is *“to glorify God through offering healing, wholeness and hope to men with drug and alcohol problems”*.

In doing so our vision is *“to see men set free from addiction and living a new life in Christ”*.

We seek to achieve this by putting our trust and belief in a living God who says, “I will give you a new heart and put a new spirit within you” (Ezekiel 36:26) and “For I know the plans I have for you ... plans to prosper you and not to harm you, plans to give you hope and a future” (Jeremiah 29:11).

We believe the best means of achieving true freedom is by rehabilitation through discipleship to Jesus Christ as Saviour and Lord, who says “The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free, to proclaim the year of the Lord’s favour” (Luke 4:18-19).

However, we do not insist, or force such a commitment upon anyone.

Our programmes promote Biblical principles and values, which we believe will contribute to the physical, emotional and spiritual wellbeing of every resident.

Ethos and Values

The motivation for our Vision and Mission is rooted in our personal faith in Christ, which expresses itself and is characterised by the following values and behaviours.

- **Christ-centred-ness**
We seek, individually and corporately, to bring a clear focus on Christ in all our work.
- **Biblically based**
We seek to ensure that every area of our work is based on Biblical principles.
- **Pursuing excellence**
We seek excellence, through monitoring and continuous improvement, in every area of our work.
- **Mutual accountability**
We seek to work and act with openness, consistency and integrity whereby the expectations we place on residents are modelled by our staff.
- **Unconditional love and discipline**
We seek to create an environment based on unconditional love and discipline, which brings about change and growth.
- **Individual Focus**
We see all people as created and loved by God. We seek to deal with people fairly and impartially, and we recognise the importance of dealing with people as individuals. We seek to act in ways that respect the dignity, uniqueness and intrinsic worth of every person whether it is those we seek to serve, our staff, trustees, volunteers or supporters.
- **Equality of access and opportunity**
We seek to help men regardless of their status, beliefs, background or circumstances, within the criteria of our programmes.

- **Everyone's life is retrievable**
We believe that, with their active co-operation, no person's life is beyond the help and wholeness that Christ's love can bring.
- **Inclusivity**
We seek to create an environment, which recognises the value of each person's gifts, experience, perspective and contribution and gives them a sense of belonging. We also seek to consult people fully and invite their input on matters that relate to them.
- **Investing in staff and volunteers**
We seek to care for and support our staff and volunteers to enable personal and professional development.
- **Listening to our stakeholders**
We seek to listen to and learn from the views of our staff, funders, supporters and residents and seek to develop our services accordingly.
- **Self-help and mutual help**
We seek to create an environment in which everyone is able to take responsibility for personal growth and the growth of others.
- **Inter-Agency working**
We seek to work with other organisations and to ensure our services are responsive to changes in the needs of our client group, the care sector and government initiatives.
- **Interdependence**
We recognise the biblical concept of the Body as representative of the relationship between all Christians, their interdependence, whether at work, at home, in church or as members of the worldwide body of believers. All people are therefore treated with respect as having different functions but equal value.
- **Working together with the local church**
We seek to maintain close relationships with local churches, in order to learn from and be of benefit to each other.

These values and behaviours are intrinsically linked to the success and fulfilment of our vision and mission. We believe this attitude and motivation can come only from a relationship with Christ, and thus it becomes a genuine occupational requirement that all of our staff are committed Christians. It is also essential that these attitudes and behaviours continue, and so we expect our staff to act in good faith and with loyalty to that relational ethos and to evangelical Christian standards of behaviour, as defined in our Code of Conduct.

Notwithstanding this, the organisation is committed to diversity amongst its staff and volunteers and will not discriminate on other grounds that are unrelated to our ethos. We believe that defining our *occupational requirements* does not restrict, but actually enhances our commitment to diversity.

Lastly, we recognise that the ethos and values have to be more than words – they must be lived. Thus, as an organisation which lives under His leadership we seek to honour Christ in our decisions, express Christ in our relationships and act consistently with Christ's example in the work to which He has called us.