

Yeldall Christian Centres Ethos Statement

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.

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

“We believe the best means of achieving true freedom is by rehabilitation through discipleship to Jesus Christ as Saviour and Lord.

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 well-being 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-centredness**
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-CENTRED

We see all people as created and loved by God. We seek to deal with people fairly and impartially, but 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 that 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.

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