



## Mottram Evangelical Church

*Living to glorify God, serve his church and reach his world*

2/2/2011

### **ETHOS AND VALUES**

The work of Mottram Evangelical Church is underpinned by a clear definition of its Ethos and Values, which affirms the Christian roots of the Church and its on-going day-to-day working principles.

The following Statement of Ethos and Values demonstrates how the Christian Faith energises the Church's work and sustains its culture, galvanising its long-term cohesion. The Church Leaders (Elders), Church Servants (Deacons), Trustees, ministry and outreach posts within the organisation are recognised as carrying a Genuine Occupational Requirement. This is to ensure that the Church's distinctive Christian foundations are sustained. We also recognise that the church's income is derived from the giving of individuals seeking to support a specifically Christian ministry.

Mottram Evangelical Church is an inclusive Christian organisation, working with and supporting people from all sections of the community. In particular the Statement explains how organisations and individual people from all faiths or no faith can identify with and benefit from the ministries that the Church provides:

### **STATEMENT OF ETHOS & VALUES**

Mottram Evangelical Church's Christian ethos is founded on a belief in God the Father as Creator, Jesus Christ the Son of God the Redeemer, and The Holy Spirit, the Enabler and third person of the Trinity. Mottram Evangelical Church affirms the sufficiency and full authority of the Bible as God's revelation to humanity.

The Bible guides us in all matters of faith and its practical application expressed in daily work and living. We reject the widespread perception that 'religion' is a personal and private matter unrelated to competence in employment. Our activities are an outworking of our faith and there is an essential link between the private life and the public face of Mottram Evangelical Church. (A full STATEMENT OF BELIEFS is included in the M&A's and the Church Constitution)

As a Christian organisation working with and supporting people from all sections of the community, we recognise the need to set out our values. These are drawn from our Christian faith and our aim is that all our staff, volunteers, and members should be able to identify with organisation's work and ethos:

### **PEOPLE**

We seek to empower staff and volunteers to meet the needs and expectations of members and our local community, as well as the requirements of the organisation overall. We will support staff through a comprehensive induction and training programme, backed up by prayer and mentoring. Mottram Evangelical Church seeks to establish a culture that encourages teamwork, rewards creativity and innovation, and welcomes imaginative suggestions. Key attributes that Mottram Evangelical Church seeks in all its staff members and volunteers include valuing one another, praying for one another, honesty and integrity, the importance of the individual, respecting differences, a profound compassion, and working in an inclusive, non-discriminatory and non-judgmental way.

### **PARTNERSHIP**

We expect all staff and volunteers to work together to achieve the aims and objectives of the organisation. To achieve this, staff will act as team players in supporting one another, recognising that more is achieved through harmony. We acknowledge and value contributions that arise from the diversity of staff joining the organisation, and actively look to promote links and partnerships between churches, other service providers, and local communities. To ensure all staff work as team players, we seek to create an environment where openness, trust and support of one another are expected.

### **PERFORMANCE**

Our philosophy is to recognise the dignity and diversity of people, to respect their independence, and to work with them to help meet their needs. Our staff will create an environment where our people are encouraged to take control of their lives and have the ability to exercise choice wherever possible. We will provide a high quality framework for our work, which sets out guidance and expectations. All staff and volunteers will accept their responsibility and accountability to treat people as they would wish to be treated, and challenge any practice that does not meet this standard at all times. Respect for the individual's freedom of choice will be paramount at all times.

By working together, we aim to be recognised for "services of excellence" which demonstrate the love of God to people both within and outside church membership. We value and recognise the importance of every individual helping to achieve this goal.