



# CHRISTIAN ETHOS STATEMENT

## Overview

Our Christian ethos is rooted in our faith in Jesus Christ, which compels us to serve others and to work for their flourishing. It is our Christian faith and conviction which directs and influences our mission, our aims and our every day practices.

TWC operates on the understanding that our activities are an outworking of our faith; that all we do derives directly from our shared beliefs as outlined below.

## Statement of Beliefs:

- We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.
- We believe in the deity of Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His atoning death through His shed blood.
- We believe that Jesus Christ is the only Saviour for the individual and the world. Redemption from the guilt, penalty and power of sin is possible only through His sacrificial death as our substitute.
- We believe in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
- We believe in the Bible, as originally given, is the divinely inspired and infallible Word of God and the supreme authority in all matters of belief and behaviour.

## Upholding Diversity

TWC reflects both the spirit and intentions of UK legislation which outlaws discrimination. In accordance with the Employment Equality (Religion or Belief) Regulations, TWC will apply an occupational requirement where a role requires a post holder to demonstrate an active personal commitment to the Christian faith; be in agreement with and committed to respect and uphold and commit to work within TWC's Christian ethos, faith statements and values.

This will apply to those roles that are assessed to be promoting the organisation's Christian ethos and enabling people to experience, explore and express the faith-based motivation of its work.

Individuals in all other roles are expected to respect, uphold and commit to working within TWC's Christian faith-based ethos, faith statements and values.

## VALUES

### Transparency

We are open and transparent about our beliefs and the link between our Christian beliefs and our work in matters of publicity, fundraising, employment etc. What we believe, what we say and what we do should be consistent, congruent, reliable and transparent.

### Dignity

Because each person is created in God's image, each person is treated with respect. We believe that God created people in His image to flourish. We believe that we can be part of enabling human beings to flourish through providing opportunities for development.

### Equality

We affirm the God-given value of each person and believe in the equal value of all. We stand for respect and freedom for everyone to hold and express different views and beliefs, and tolerance, respect and understanding between people of different beliefs and opinions.

### Community

We believe that a healthy, supportive and vibrant community is one to which people feel that they belong. We are committed to volunteers, staff, and beneficiaries experiencing a sense of belonging to and identity with the organisation no matter their belief or background.

### Partnership

We believe in working for the common good, through partnership with other organisations and churches.

### Prayer

All our practice is underpinned by prayer. We believe prayer is fundamental to achieving our aims. We pray at our Trustees meetings and at staff training days. We pray for our work, for the women who attend TWC, and for each other.

**TWC is committed to reflecting and authenticating its Christian ethos and values in its policies, standards and practices with transparency and integrity.**