

## **Grace Church Ethos Statement** **Staff Values and Code of Conduct**

### **1. Ethos Statement**

The ethos of Grace Church is our motivation for all our work – it is the reason why we do what we do. It is to work together to extend Jesus’ model of the Kingdom of God on earth by living out a lifestyle of love, truth, justice, mercy and forgiveness, according to his teaching. We are inspired by the message, life and example of Jesus through which God’s unconditional love for all people is expressed.

While this ethos is given life through our relationships, our relationships - the way we work together and behave with one another - are a demonstration and authentication of our ethos. It is through these relationships, with each other and those whom we seek to serve, that we practice our ethos.

Our ethos or motivation, and therefore our relationships, are rooted in our faith in Jesus Christ and in his love, which compels us to serve others, putting their needs first. When we work together it is this faith which directs and influences our internal relationships as well as our work with those who Grace Church is seeking to serve.

In this way Grace Church operates on the understanding that our activities are simply an outworking of our faith; that our “doing” derives directly from our “being”. There is an essential and indissoluble link between the inner and the outer, the private life and the public face of Grace Church. The link between who we are and what we do cannot be broken.

### **2. Staff Values and Code of Conduct**

Everything employees do or say will affect the image of Grace Church, for better or for worse, thus its employees must be its ambassadors. Given that all Grace Church employees (both pastoral and support staff) may have regular contact with Grace Church members, the wider church both in our local area and further afield, the un-churched and general public, it follows that there is an occupational requirement for all its staff to maintain and preserve the Grace Church ethos.

In general, it is expected that all members and volunteers at Grace Church will also support and be ambassadors of this ethos and values. However, we also recognise that people come to Jesus ‘as they are’ and that the grace of God and the conviction of the Holy Spirit changes us into His likeness. New volunteers and members may therefore need more support in this area.

The Grace Church ethos statement is rooted in our faith in Jesus Christ. Similarly, Grace Church’s values and code of conduct for staff is also built on our faith in Jesus Christ and reflects the values, priorities, practices and leadership standards in our doctrinal basis, and found in the New Testament church as expressed in the Bible.

It therefore follows that there is an occupational requirement for all Grace Church employees to model these values, priorities and practices in order to maintain and preserve the Grace Church ethos. In practice, all Grace Church employees are required to adhere to this statement of ethos, values and conduct, to adhere to the Grace Church Statement of Faith and to live life in

accordance with a good Christian testimony - both in the workplace and at home. It would therefore be consistent with the ethos of Grace Church that people employed by Grace Church are Christians and, in particular, Christians who model with integrity the Grace Church ethos.

Further it follows therefore that the following are inconsistent with the ethos of Grace Church:

- Assault, threatening and/or inflammatory behaviour
- Sexual misconduct, including adultery
- Dishonesty, theft and/or fraud
- Unauthorised disclosure of confidential information
- Gossip or malicious talking
- Falsification or unauthorised removal of records and/or property
- Conviction for a criminal offence
- Taking bribes
- Behaving in a way which may endanger the safety of another person
- Knowingly breaking a legal requirement in connection with employment

### **3. Grace Church Values**

Grace Church's values, priorities, practices and leadership standards are built on our faith in Jesus Christ. This document is unable to detail all our values and should be read alongside our Statement of Faith. The key values of Grace Church include:

- We desire to worship God with our whole being. We want Jesus at the centre as our Lord. We hunger for the fullness of the Holy Spirit ... His glory resting upon us!
- We desire Holy Spirit-filled worship in a style that is intimate, dynamic, culturally current and life-changing.
- We desire the presence and leading of God in all our meetings and activities. This will be evidenced both by the indwelling Holy Spirit and by the manifestation of the Spirit's power in the form of spiritual gifts.
- The Bible, God's word, is our ultimate source of authority. We want to hear the word of God taught in a practical, inspiring way.
- We aim to hear and obey God's word to us ... to be 'doers of the word' who are being transformed into the likeness of Christ.
- We are the family of God, one Body in Jesus Christ, joined together as brothers and sisters forever. We aim therefore for all members of Grace Church to remain in good relationship one another.
- We seek to develop real, intimate, enabling friendships together, built on covenant love, mutual responsibility and faithfulness.
- We believe God provides gifted and anointed Elders and leaders within the church and apostolic leadership within the wider church.
- We believe that the Bible teaches that the church should be led by an Eldership team that are filled with and led by the guidance of the Holy Spirit.

- We do not recognise a clergy / laity divide but believe that all Christians are called to serve Christ in the power of His Holy Spirit, in ways that build up the local church.
- We believe that all Christians should be an active, committed member of a local church, and that it is only through the church that the Kingdom of God will spread and affect our nation.
- Empowered by the Holy Spirit we are called to do the ministry of Christ in the world today, for example, to:
  - preach the Gospel of the Kingdom
  - persuade people to repent and believe in Jesus
  - pray for the sick
  - care for the poor and those in need
  - counsel those in need of God's wisdom
  - teach believers to follow Christ
  - give our resources to the work of Christ
  - train Christians to serve the Lord

I have read and understood, and accept the above statement as part of my terms and conditions of employment.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Witnessed \_\_\_\_\_ Date \_\_\_\_\_