



**YOUTH INITIATIVES**

## **Ethos Statement**

***Ethos: “Distinctive spirit and attitudes of a people, culture or organisation.”***

In Youth Initiatives we aim to do holistic youth work, addressing youth as whole human beings – spirit, mind and body. We see youth work as complementary to community, family, school and church. Addressing young people as whole human beings within the complicated context of their many relationships and the culture in which they live, is a distinctive mark of Youth Initiatives’ approach.

Essential to our work is building environments where young people can grow into maturity and where they can experience real responsibility. Youth Initiatives seeks to offer young people a distinctive alternative relational environment. Any young person no matter their race, creed, sex or religion, is welcome to join Youth Initiatives programmes. But to do so is to choose to join into a youthwork that has a distinctive purpose and a particular ethos. Learning to work as a part of a team is vital. Youth Initiatives’ staff work as members of a team to build a positive environment with young people in which new participants can experience the benefits of our “ethos”. In this environment Youth Initiatives sees the Christian faith as fundamental in forming our distinctive culture.

While we stand against manipulation and do not proselytise for one church or another, we actively promote the Christian faith. We believe that every young person deserves an opportunity to hear and understand the sound doctrine, biblical truths, and clear moral teachings of historic Christian faith.

We want the staff of Youth Initiatives who are involved in this ministry not only to accept, but to model our ethos. We want staff to not only accept basic Christian beliefs but be able to communicate them to young people. We look for staff involved in this ministry to not only accept basic Christian morality, but be able to explain and live it in such a way that young people can understand and be attracted to its life and goodness.

When recruiting for posts of this nature, we look for employees who can reflect this ethos, as it is foundational to creating the environments we build in Youth Initiatives. Once employed, we expect these staff to live and promote the Youth Initiatives ethos. If such a staff member decides or shows that he or she can no longer support the ethos of our organisation, Youth Initiatives will aim to work out an approach with the employee concerned to end their employment in a manner consistent with Youth Initiatives Employment and Disciplinary Policy.

Employees who are in posts which are not directly related to the ministry of Youth Initiatives are not required to embrace our ethos although we would request that all employees do not act in a manner which would undermine the work of the organisation even if they do not personally share our goals and objectives as outlined in this ethos statement.