



BOARD STATEMENT ON ETHOS & VALUES.

* ETHOS PRINCIPLES:

LEAF (Locally Encourage All to Flourish) is a Christian faith based organisation and the board of Directors, inspired by their belief in God's loving restorative purpose for the whole world, is committed to seeing the evidence of these roots at the heart of all that we do at LEAF. The Board seek to work with others (of faith/no faith/other faiths) to put their Christian faith into action by managing a service which has embedded in its culture the guiding principles of love, truth, justice, mercy, forgiveness and good stewardship. Working with people holistically is at the heart of the Christian faith and is the Board's motivation for its work – it is the reason why we do what we do!

Relationships are important to us - the way we work together and behave with one another and the people we serve is critical to what we believe. These actions 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 practise our ethos.

Our ethos or motivation, and therefore our relationships, are rooted in our desire to serve others, putting their needs first. When we work together it is this that directs and influences our internal relationships as well as our work with those who LEAF is seeking to serve.

In this way, LEAF operates on the understanding that our activities are simply an outworking of who we are; 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 LEAF. The link between who we are and what we do is critical to us.

The following values are consistent with the Board's beliefs and will be applied to all of our work and the way that it is delivered by staff and Board members alike:

* ORGANISATIONAL VALUES:

Integrity: As mentioned above, we believe that our mission and purpose is indissolubly linked with how we operate internally. The values which we promote for ourselves as an organisation should be matched by those which we practise when relating to others.

Authenticity: This organisation believes that its purpose flows out of our desire to work towards the same for ourselves as an organisation. The love and care with which we serve others should be authenticated by the same love and care which we have for each other.

Accountability & good stewardship: We believe that we should exercise wisdom, integrity and responsibility/good stewardship in using the resources entrusted to us.

Distinctiveness: The Board believe that they have a duty to maintain a Christian faith distinctiveness by making staff aware of LEAF's ethos. Furthermore we believe that to maintain and develop the Christian roots of this organisation, we should only employ a practising Christian, (i.e one who actively supports our Christian ethos) to the position of Chief Executive and all Board members. The Chief Executive will have genuine occupational requirement in their job description.

Diversity: Having said that our work is Christian in its roots, we want to positively embrace the values of inclusivity and diversity by welcoming and involving, where appropriate, those of other faiths and those of none.

Servant leadership

We believe in working for the common good through partnership with other organisations, churches and voluntary and statutory agencies. In particular, we seek to encourage, serve and build up other bodies, recognising their role within local communities.

*** PEOPLE VALUES:**

- Valuing people:** We celebrate the value of each person and believe in the equal value of all. We stand for respect and freedom for everyone and aim to accept and embrace an understanding between people of different opinions.
- Discipleship:** We believe that as we serve others, we learn as much about ourselves as we do about the work.
- Well-being:** We are committed to meeting people's needs and will work with people holistically in these areas – physical, mental, spiritual, emotional etc
- Transformation:** We believe that everyone should have the opportunity to develop and change, realising their potential and thus make a full contribution to the organisation and to society in general. We believe that as we grow and change, not only are we transformed but also the world around us.

***WORK VALUES**

- Commitment to each other:** In working together to deliver the work of the organisation we want to endeavour at all times to trust one another, being patient and forbearing. We should work at paying attention to the way we speak to one another, attempting to listen well, even when it is uncomfortable to do so, being able to confront difficulties carefully and with compassion.
- Interdependence**
We believe that each person has his or her own part to play and contribution to make to the whole. We believe that every opportunity should be taken to exchange views with respect so that we can improve our understanding of ourselves and of one another and of the work we do.
- Community**
We believe that a healthy community is one to which people feel that they belong. Within this organisation we want volunteers and staff to experience a sense of belonging to and identity with the organisation. We believe that successful delivery of our mission happens when people feel they belong and have a role, where inclusive community and a family atmosphere are fostered.

We are aware that issues of Faith and its practical outworking in an organisation such as LEAF can often be complex and misunderstood. We would therefore value the opportunity to engage in dialogue with all our partners – staff, funders, supporters and others – to ensure a clearer understanding of what the words in this ethos statement really mean to the organisation and the people we serve.