

Statement on Ethos

Adopted by the Board of Directors of
YMCA Bournemouth at its meeting on

Monday 4 June 2007 and

reviewed 13th December 2017

The ethos of the YMCA Movement in England is based on its acceptance of the Paris Basis of 1855 incorporated into the National Statement of the Aims and Purposes of the YMCA in England, adopted at the National Assembly of the English Young Men's Christian Associations in the year 2003, namely:

"The YMCA is a Christian Movement which seeks to unite those who, regarding Jesus Christ as their God and Saviour according to the Holy Scriptures, desire to be His disciples in their faith and in their life, and to associate their efforts for the extension of His Kingdom.

It welcomes into its fellowship persons of all religious faiths and of none.

In accordance with its Christian values the YMCA stands for:

- a worldwide fellowship based on the equal value of all persons
- respect and freedom for all, tolerance and understanding between people of different opinions
- active concern for the needs of the community
- united effort by Christians of different traditions

As the expression of its Christian purposes the YMCA aims to:

- provide a welcome to its members for themselves in a meeting place which is theirs to share, where friendships can be made and counsel sought
- develop activities which stimulate and challenge members in an environment that enables them to take responsibility to find a sense of achievement
- involve all members in the care and work for others
- create opportunities for exchanging views so that members can improve their understanding of the world, of themselves and of one another."

YMCA BOURNEMOUTH

Bournemouth/Poole/Christchurch

The YMCA's Equal Opportunities & Diversity Policy reflects both the spirit and intentions of legislation which outlaws discrimination. In accordance with the Employment Equality (Religion or Belief) Regulations, the YMCA will apply a genuine occupational requirement where a role requires a post holder to have a Christian faith.

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

YMCA Bournemouth's criteria for adherence to the Christian faith will be the acceptance of the following Basis of Faith:

We believe in

1. The one true God who lives eternally in three persons - the Father, the Son and the Holy Spirit.
2. The love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.
3. The divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God—fully trustworthy for faith and conduct.
4. The dignity of all people, made male and female in God's image to love, be holy and care for creation, yet corrupted by sin, which incurs divine wrath and judgement.
5. The incarnation of God's eternal Son, the Lord Jesus Christ—born of the virgin Mary; truly divine and truly human, yet without sin.
6. The atoning sacrifice of Christ on the cross: dying in our place, paying the price of sin and defeating evil, so reconciling us with God.
7. The bodily resurrection of Christ, the first fruits of our resurrection; his ascension to the Father, and his reign and mediation as the only Saviour of the world.
8. The justification of sinners solely by the grace of God through faith in Christ.



9. The ministry of God the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship and enables our witness.
10. The Church, the body of Christ both local and universal, the priesthood of all believers—given life by the Spirit and endowed with the Spirit's gifts to worship God and proclaim the gospel, promoting justice and love.
11. The personal and visible return of Jesus Christ to fulfil the purposes of God, who will raise all people to judgement, bring eternal life to the redeemed and eternal condemnation to the lost, and establish a new heaven and new earth.

All staff, volunteers and Board members are expected to respect the Movement's Christian ethos and uphold its values of:

- being inclusive and welcoming to people of all religious faiths and none
- promoting respect and freedom for all
- working for tolerance and understanding
- having an active care and concern for the community
- affirming the equal value of each person when caring for and working with others

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