

Ethos Statement for Compassion UK

The ethos of Compassion UK (CUK) is based on the acceptance and outworking of the charity's foundational documents, e.g. Memorandum of Association, and membership documents including the Global Partner Alliance Charter.

The Memorandum and membership documents include the objectives, "to advance the Christian Faith in all or any part of the world" and "the development of children to social and spiritual maturity".

Compassion UK is an independent ministry organisation that is a member of the Compassion Global Partner Alliance (GPA) as a "partner country". The GPA members are a voluntary association of autonomous organisations throughout the world who *"covenant together to undertake holistic child development as an outworking of our Christian faith to glorify God, extend His kingdom, and care for those made in His image, according to the Great Commission as recorded in Matthew 28:19-20 and the Great Commandment as recorded in Luke 10:27."*

At the formation of Compassion UK in 1999 the organisation signed the "Compassion Covenant Council Charter of Organisation," which has subsequently been superseded by the "Compassion Global Partner Alliance (GPA) Charter" approved by the International Board of Directors on 8 February, 2008 and signed by the CUK Board of Trustees on 30 June, 2008. Compassion UK has, like all other partners, signed the Charter; *"a covenant agreement between God's people for His purposes and glory,"* which sets *"forth the understanding of the individual governing boards and the leaders of member organisations to working collaboratively and consistently. The Charter is the instrument of Compassion International Board of Directors to ensure members work in a manner consistent with the Charter mission, values, statement of faith and standards and policies."*

"GPA members are united by the common international core purpose: In response to the Great Commission, Compassion International exists as an advocate for children, to release them from their spiritual, economic, social, and physical poverty and enable them to become responsible and fulfilled Christian adults."

This entire purpose is embodied in the phrase: "Releasing children from poverty in Jesus' name."

Compassion is a **Christ-centred** organisation committed to the Church, i.e.

"GPA members are committed to acknowledging and glorifying Jesus Christ in all we do. This commitment includes employing staff and electing directors who share our values and statement of faith, working in a Biblical manner, declaring the open profession of our faith in our promotional materials, and encouraging regular times of praise and worship, prayer and Bible study."

As an expression of its Christian purposes CUK aims to:

Partner with the Church (be **Church-based**)

"GPA members acknowledge that the local church is the vehicle that God has ordained to carry out His ministry on the earth. Members are committed to partnering with the local church in seeking sponsors and income and delivering Compassion's holistic child development ministry."

Be Child-focused

“GPA members have a common strategy: Christian holistic development of children in poverty through sponsorship.”

Having regard to these principles, CUK’s Equal Opportunities and Diversity Policy reflects both the spirit and intentions of UK legislation which outlaws discrimination. In accordance with the Employment Equality (Religion or Belief) Regulations, CUK will apply a genuine occupational requirement (GOR) 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 Compassion’s Christian faith-based 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.

People in all other roles are expected to respect, uphold and commit to work within Compassion’s Christian faith-based ethos, faith statements and values of:

Integrity: *“GPA members are committed to transparency and accountability in carrying out their local and international operations. Members agree to be audited on an annual basis and comply with local laws relating to finances, security and fundraising.”*

Excellence: *“GPA members are committed to excellence in all they do. They will continually look for opportunities for improvement in program, administration and fundraising.”*

Stewardship: *“GPA members are committed to be good stewards of the resources provided by their sponsors and donors. They will maintain clear records of expenses and make financial records available to sponsors, donors and the general public when requested.”*

Dignity: *“GPA members commit to treat all people with dignity in relationship with each other, our sponsors and donors, church partners and children and their families. We seek to honour and respect those with whom we are in relationship according to Biblical principles.”*

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

Date approved			/			/				
Date amended			/			/				