



## FOUNDATIONAL STATEMENTS

### 1. Introduction

- 1.1. This set of statements are intended to affirm the common values that underpin the policy and practices that underpin the work on Worth Unlimited. Employees, volunteers and Trustees need to be clear about the values of the organisation that they represent but this also gives external parties an understanding of our approach.

### 2. Worth Unlimited's Charitable Objects

The objects of the charity are for the public benefit:

- 2.1. To develop the capacity and skills, including the spiritual and mental capacity, of members of socially and economically disadvantaged communities in England and Wales in such a way that they are better able to identify and meet their needs and to participate more fully in society.
- 2.2. To relieve unemployment particularly but not exclusively among young people, in such ways as may be thought fit, including providing vocational training, preparation for the workplace and assistance to find employment.
- 2.3. To promote the development of children and young people through community programmes demonstrating Christian care and calculated to advance their education and enable them to develop their mental and spiritual capacity so that they may grow to full maturity as individuals and members of society and their conditions of life may be improved.
- 2.4. To promote the efficiency and effectiveness of work supporting disadvantaged people in the United Kingdom by the provision of training, information, advice, support and infrastructure provision

### 3. Our understanding of God and the world

- 3.1. Worth Unlimited is a Christian charity, which means that we are centred on the person, life and teachings of Jesus Christ.
- 3.2. Worth Unlimited recognises that the nature of faith is dynamic and on-going, that within the Christian community there are different perspectives and cultures and that God is to be found in many surprising places, characterised by justice, peace, humility, love and compassion especially for those on the margins of society.
- 3.3. Worth Unlimited is underpinned by a Jesus centred understanding of *Shalom* (a Hebrew word which can be translated as peace or wellbeing), God's concern for wholeness in both individual and corporate life. We therefore seek to work with all concerned for the common good.
- 3.4. *Shalom* must also always be active; it is a noun that is shaped from a verb. It has in-built energy to work hard to establish and achieve its goals; "Seek *shalom* and pursue it" (Psalm 34:14) is an essential expectation. *Shalom* is also holistic in the truest sense of the word. It is only truly present



when it is active and engaged in bringing about radical change in three overlapping areas of people's lives: well-being, justice and integrity.

- 3.5. *Shalom* is fundamentally about hope and reconciliation. It clearly declares not only how things should be but also how they shall be. People on the margins of society today often have the poverty of little hope and much despair. That poverty often has relational causes so restoration also involves reconciliation. The *shalom* vision is there to inspire them that things can be different and to energise the **Worth Unlimited** team as they work to make that a reality in their lives.

## 4. Our Values

- 4.1. **Well-being.** *Shalom* means that everyone has enough food to eat, clothes to wear, physical health, a home to live in, a job to be able to provide for themselves and others; everything that makes for wholesome human life - a strong sense of personal fulfilment, a feeling of security and have a deep sense of dignity. We all must have sufficient, succeed and be safe; want and failure are not *shalom*. *Shalom* requires that we strive to meet these needs.
- 4.2. **Justice.** *Shalom* means there must be social justice, positive human relationships as they should be – personal, local or global. The biblical understanding of 'justice' is the process 'to put everything right'. Sometimes our already difficult circumstances are exacerbated by a breakdown in relationships at multiple levels, with families, authorities and therefore society in general and sometimes even among peers. Motivated by this we work to put things right.
- 4.3. **Integrity.** *Shalom* means that each person is upright and truthful, dependable, honest and just. They display the moral and spiritual qualities of wisdom and maturity. We all experience brokenness in this world which frequently leads to developing negative self-image. This low self-esteem fragments us emotionally and spiritually and affects our sense of self-worth. It damages our core integrity. Inspired by this *shalom* imperative we work to make a significant contribution in changing this, helping people to transform their view of themselves and enabling them to make a valued contribution to their wider world.
- 4.4. **Character Formation.** Character is a set of personal traits that produce specific moral emotions, inform motivation and guide conduct. We believe that positive Character Formation is essential in opening opportunities and achievements in life. We all need to learn and wrestle with what is ethically important and how to act for the right reasons. Positive decisions flow from good character strengths. Rather than programming citizens, this is about helping people make good, transformative choices.
- 4.5. **Positive Change.** While we seek the positive gifts and value in each other, we also recognise that there is much in our lives that could be better. Experiencing *Shalom* is about experiencing positive change in our physical, emotional, spiritual, intellectual, relational and social worlds and in our communities. Worth Unlimited seeks to encourage that journey through a transformative process for all.
- 4.6. **Relationships.** Having right relationships with those around you is at the heart of wellbeing and the vision of *Shalom*. Worth Unlimited will seek to ensure that relationships internally in the



organisation are well, and encourage those who access our services to work at developing and mending positive relationships.

- 4.7. **Accountability.** Worth Unlimited will seek to be characterised by relationships and structures that enable professional and financial accountability. This will include accountability to the people we work with, our funders and partners through their active participation in all that Worth Unlimited seeks to do.
- 4.8. **Excellence.** Worth Unlimited will seek to be characterised by good practice and policy, consistent with its foundational principles within relevant legislation with reference to accepted professional standards.
- 4.9. **Creativity.** Worth Unlimited will seek to provide creative and innovative solutions to the issues surrounding people who experience exclusion and disadvantage.
- 4.10. **Equality.** Worth Unlimited will foster equality of opportunity in all aspects of the organisations work.
- 4.11. **Participation.** Worth Unlimited will be proactive in enabling people and local communities to be represented and participate in decision making at all levels of the organisation.

Date	Changes made
Version 2.0 7 <sup>th</sup> November 2015	Complete restructure and rewrite.
Version 1.0 12 <sup>th</sup> December 2008	Formatting changes.

**Most recent review by Board of Management:**

7th November 2015

**This policy is due for review by the Board of Management:**

July 2017