

NICODEMUS

TRANSFORMING COMMUNITIES

Policy: Christian Positioning Policy

Business Function: All functions across Nicodemus

Version Date: December 2024

Authorised by: Board of Trustees

1. Statement of Christian Ethos

Nicodemus is a Christian charity committed to investing in young people, with a vision to support development of themselves, their country and their world.

The objectives of the Charity are:

- a) To advance the Christian faith through Social Action.
- b) To relieve persons who are in conditions of need, hardship, aged or sick and to relieve the distress caused.
- c) To advance education in accordance with Christian principles.

1.1 Basis of Faith

The Trustees of Nicodemus have reviewed the Evangelical Alliance (EA) statements entitled Basis of Faith and confirm adoption of these statements as its Basis of Faith. The Evangelical Alliance Basis of Faith is reproduced at the end of this document.

1.2 What we believe

Every organisation is motivated by its chosen criteria – e.g. profit, social concern, compassion, human rights, knowledge, environment, politics, beliefs/values, religion. These criteria determine the values by which the organisation achieves its objectives. Nicodemus is motivated by a belief in the sovereignty of God, a concern for the glory of God, a concern for the poor and the desire to follow the Christian doctrinal basis as set out in the Basis of Faith.

The Christian motivation of Nicodemus is combined with a desire to provide high quality professional services, which result in a holistic approach to professional and spiritual matters.

Nicodemus Christian ethos is given life through our relationships and the way we work together. It is through these relationships with each other in the UK and internationally and those whom we seek to serve, that we practice our ethos. This is underpinned by the Nicodemus 'Vision and Values' which apply to our relationships in the UK and internationally.

Nicodemus operates on the understanding that our activities are simply an outworking of our faith; that our "doing" derives directly from our "being". There is an essential link between the inner and the outer, the private life and the public face of Nicodemus. The link between who we are and what we do cannot be broken.

The core of Christian commitment is an active and consistent relationship with God derived from a personal experience of salvation. When the relationship with God is in good order, relationships with other people will also benefit. The Bible provides Christians with strong principles to guide them in living their lives. A culture based on

effective and genuine relationships ensures a successful and motivated team.

The organisation depends upon its staff and volunteers to maintain positive relationships with its stakeholders including:

- The children, young people and others we seek to help and support
- Relatives, friends and others linked to the children, young people and others we see to help and support
- Our co-working partners in local projects, local churches and communities in the countries we work
- Churches and other groups from different denominations in the UK and internationally
- Individuals, the majority of whom are Christians, supporting the work of Nicodemus and many of whom provide prayer and finance
- The wider Christian community where the organisation contributes to raising awareness of issues surrounding vulnerable children, young people and others we seek to help
- Advocates, volunteers and those in other agencies both Christian and non-Christian.

1.3 Provision of help and support

Nicodemus is committed to providing help and support to children, young people and others. While keeping a focus on those in most need and between the ages of 0-45 (though not exclusively), the help and support provided by Nicodemus is given unconditionally; irrespective of race or ethnic origin, colour, gender, sexual orientation, age, disability, special needs, culture, class, appearance, marital status or family circumstances and to those of faith and none.

We believe that each person is made in the image of God (Genesis 1:26, 27) and therefore has value and dignity.

1.4 Employment and Volunteering with Nicodemus

For all trustees and senior staff positions at Nicodemus it is an Occupational Requirement (OR) to be a committed Christian. If a role does not specifically state, the need for an OR it is still understood that all posts and volunteers are required to demonstrate an acceptance to work within and support the Christian ethos and values of the Nicodemus.

1.5 Commitment to the Poor

We are called specifically to serve children, young people and others who are at most risk. We aim to relieve their suffering and to promote the transformation of their condition of life.

We seek to understand the situation of those we seek to help and to work in partnership with those who help them and working alongside them towards fullness of life. Through what we are and what we do we share our discovery of eternal hope in Jesus Christ.

We respect the children, young people and others we seek to help and look to involve local partner organisations as active participants, not passive recipients, in this relationship.

We believe we can learn from each other and how God is working through the wider ministry. The need for transformation is common to all. As with other agencies, missions and the church together we share a quest for justice, peace, reconciliation and healing in a broken world.

1.6 Leadership

Here as elsewhere, Nicodemus approach to leadership is rooted in principles found in Scripture. Some of these principles are exemplified through the life of Jesus Christ in His role as leader. These include: Being clearly focused; acting with total consistence; having absolute integrity; showing unprejudiced compassion; being an encourager; being unwaveringly committed to the task and seeking to live a balanced life style.

Each person with leadership responsibility in Nicodemus is expected to apply contemporary professional and Biblical principles in exercising their role. To assist leaders with this and to develop a consistent approach across the organisation, all people holding leadership posts are required to attend and have active involvement with a recognised Christian church.

1.7 Policies and Procedures

Maintaining and developing appropriate policies, procedures and guidance documents will ensure that the organisation continuously reflects new legislation, current professional practice and regulatory requirements.

In addition policies will aim to reflect Biblical standards and principles. As new policies are introduced or updated Nicodemus will look to reflect Biblical principles and understanding so that the Christian Ethos and understanding is reflected in each policy.

1.8 Standards

Standards are important to the corporate life of an organisation. Nicodemus recognises and respects outstanding levels of service in other organisations. It is determined that the Christian values, structures and policies it espouses for itself will result in services which are, at least, equal to the best available elsewhere. We will achieve this by positively influencing every aspect of customer service, partnership, communications, marketing and fundraising. And in this matter its primary criterion will be the benefit of those we seek to help.

1.9 Prayer

Individual and collective prayer is a key expression of Christian faith. As a Christian organisation prayer influences every aspect of our activity.

We will seek to provide opportunity for any members of staff and volunteers to contribute to times of prayer in the UK and throughout our international work. Times for prayer are also part of staff meetings, trustee meetings and other events and may be part of specific 'prayer days'.

1.10 Servanthood

One of the key aspects of the life of a committed Christian is the desire to serve others. This inspiration and requirement is rooted in the example of the Lord Jesus Christ who is often described as 'The Servant King'.

In Nicodemus the principle of servanthood is encouraged at all levels so as to provide something distinctive in the work we undertake. Servanthood is foundational to scripture and is viewed as a positive approach in that it fosters respect, value and genuine concern for others. Servanthood is an emphasis in training and development opportunities within the organisation.

2. Justification Statement

This policy aims to set out the reasons why Nicodemus use the Occupational Requirement (OR) exemption provision of the Religion or Belief Discrimination Regulations for certain posts and the criteria upon which an OR should be applied.

2.1 Why Nicodemus apply Occupational Requirements (OR) to certain posts

Nicodemus is a Christian organization, which seeks to help children, young people and others at high risk.

From its foundation Nicodemus has had a clear Christian motivation and in order to

maintain its Christian ethos subscribes to the Evangelical Alliance Basis of Faith. The Christian motivation of Nicodemus is combined with the aim to provide high quality professional services which result in a holistic approach to professional and spiritual matters in the belief that each person is made in the image of God (Genesis 1:26, 27) and therefore has value and dignity.

Nicodemus fulfils these beliefs through the expectation that its employees and volunteers and partners will show the love of Christ in action through the relationships with all those involved with the life of the organisation. Senior staff, as their role may dictate, is expected to engage with churches and the Christian community in the furtherance of the work of the organisation but also to raise awareness of the issues around the work the Charity does.

The end result of the work of Nicodemus is in the provision of high quality professional services, but it is the motivation of the Christian faith shown through each of its employees and volunteers, which drives how the end result is achieved.

The Christian distinctiveness and identity of the organisation is obvious to all who come into contact with it as the motivation for the work is rooted in the desire to serve Jesus Christ and exemplify Him by serving others. Failure to maintain the ethos of the organisation would undermine the whole basis of the mission and objectives and as such would be contrary to the founding principles.

2.2 Occupational Requirement (OR) Criteria

In order to maintain the Christian ethos for all senior positions at Nicodemus it is an Occupational Requirement (OR) to be a committed Christian in accordance with employment legislation. For each OR post there will be an activity contained within the job description and any other documentation to justify the designation.

The organisation adheres to the principles of equal opportunities that will ensure that applicants for all posts are not discriminated against on the grounds of race or ethnic origin, colour, gender, sexual orientation, age, disability, special needs, culture, class, appearance, marital status or family circumstances.

2.3 Supporting Statement and Rational

Nicodemus has a distinctively Christian ethos and core to our motivation is to serve Jesus Christ. A core conviction is that our work will not prosper unless we pray about it and treat our work as part of our worship to God.

For these reasons, in order to achieve our mission and maintain our ethos, we are satisfied that it is vital that staff are committed to Nicodemus purpose, vision, mission and values and is actively working in accordance with our Christian beliefs. As an

organisation we aspire to combine professional excellence infused with Christian passion and commitment and therefore seek to work in line with biblical principles and teachings and to seek God's guidance in prayer in everything that we do.

For senior staff it follows that an essential aspect of work is prayer and the participation in and leadership of spiritual sessions of worship, bible study and reflection such as daily staff times of prayer. Senior staff and trustees are expected to take a lead in these activities.

The majority of our international work is supported by local Christian churches and other Christian organisations and is funded predominately from the financial support of Christian churches and individuals.

2.4 Criteria to apply an OR will include the following:

The role has determining factor(s), including:

2.4.1 It has key spiritual elements or activities that only a person of the Christian faith and beliefs could carry out, such as:

- Providing Christian insight into publications, liaising with international Christians or leading Christian prayers.
- It involves significant spiritual activities, such as contribution to Bible study and prayer.

2.4.2 The role has significant spiritual leadership of others, including:

- It has line management responsibility, where spiritual leadership is required
- It requires significant guidance of others in the context of spiritual development
- It requires the facilitation of spiritual discussion and development

2.4.3 The role has significant organisational leadership, including:

- It is significant in developing or maintaining the organisation's ethos and values.
- It is central to fulfilling the vision, mission, aims and purposes.
- It has responsibility for setting strategic goals or developing operational policy.
- It involves significant influence on the mission of the organization.

2.4.4 The role has significant interaction with others, including:

- It will involve accurately articulating the organisation's ethos.
- It requires acting as a representative to internal or external contacts, being 'the voice' of the organisation to enquirers as the point of contact about the organisation.
- It has significant influence on the reputation of the organisation.

- It involves contribution to communications and fundraising activity and effectively communicating the work, values and mission of Nicodemus
- It involves work with our supporters, customer service activity and follow up such that interactions reflect a Christian perspective and the values and ethos of Nicodemus
- It involves contact with others where a Christian viewpoint or theological perspective will be expected or necessary.
- It will involve delivering the main Christian activities of the organisation to those whom the organisation serves.
- It requires being responsible inside the organisation for representing, promoting, maintaining and ensuring the transference of Nicodemus Christian Ethos

Evangelical Alliance 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.

