



## Reaching Hearts...Changing Lives

### Mission Statement:

*Providing help and hope to all people through the transforming power of God's love.*

### Vision Statement:

*"The City Mission, known for faithfully proclaiming the gospel of Jesus Christ, will be a catalyst for positive change in Cleveland resulting in the radical transformation of individuals and communities for generations to come."*

### Core Values:

The values of The City Mission serve as the behavioral guidance system of the Mission. Organizational strategy, goals, actions, and behavior will all be inspired by, evaluated against, and conformed to the values of The City Mission.

1. Directed by the Bible
2. Dedicated to Transformation
3. Bound by Integrity
4. Inspired by Responsibility
5. Energized by Collaboration
6. Strengthened by Commitment

### Strategic Planks:

1. Challenge, educate and facilitate community involvement in urban ministry.
  - a. Innovative internship programs; dynamic volunteer deployment; widespread social media presence; sharp and powerful brand awareness.
2. Deliver relevant services targeting critical community needs.
  - a. Mental health wellness clinics; father absence education; spiritual/academic/vocational training; innovative youth programming; strategic outreach to Ohio's inmates (including women and juveniles); and Central Neighborhood Food Co-op.
3. Ensure the long-term sustainability of The City Mission.
  - a. Focused, strategic, and innovative income growth strategies; staff development emphasis; relevant and effective programming; and objective assessment processes.

### Regarding Beliefs:

We ascribe to a non-denominational evangelical confession of faith and require all individuals in leadership to do the same.

## Regarding the Individuals We Serve:

We value each person as an eternal being created in God's image with inherent dignity and worth.

We believe that every person, no matter how adverse his or her circumstances, is redeemable by God and can live a life of meaning and purpose.

We teach individuals to accept responsibility for their actions and encourage them to become people of integrity, responsibility and commitment.

## Regarding Leadership:

All of our staff and leadership know Jesus Christ as their Lord and Savior, and regard cultivating their personal relationship with Him as their highest priority and calling.

Our leadership will have a missionary calling, expressing Christian and cultural diversity, serving God and mankind, while as a team maintaining the highest level of personal integrity and commitment.

We are committed to helping each individual attain his or her God-given potential.

## Regarding Volunteers:

We will provide opportunities for local churches and the community to use their gifts and resources to serve the needy under the direction and at the discretion of Mission leadership.

## Regarding Finances:

We will raise and spend the monies and gifts entrusted to us with the utmost integrity, accountability and openness.

We are committed to raising funds exclusively from non-government sources.

We value good stewardship and living within our budget.

## Regarding Facilities:

We provide clean, well-maintained, secure facilities that honor God as an example to our clients and community.

## Statement of Faith:

The City Mission, although focused on meeting the practical needs of people, has a long history of proclaiming the life-changing message of Jesus Christ. Contained within an early statement of purpose for The City Mission is this foundational objective: *"The City Mission is formed for the purpose of conducting and sustaining Christian work of an evangelistic and missionary nature in the City of Cleveland, Ohio, and its vicinity; to aid in the work and in general the conducting of meetings for teaching and studying the Bible as the true Word of God and for the proclaiming of the Gospel and the Lord Jesus Christ for the salvation of souls."* This remains the center of what we do.

Although we have developed successful programs, have networked with other community agencies, and have qualified staff and volunteers contributing their expertise, it is still our unwavering focus on a relationship with Christ and the principles of God's Word that results in changed lives. We hold to the following statement of faith:

1. We believe the Bible to be the inspired, infallible, ultimately authoritative Word of God. (II Timothy 3:16; II Peter 1:21)
2. We believe there is one God, eternally existing as Father, Son and Holy Spirit. (Deuteronomy 6:4; Matthew 28:19; I Corinthians 8:6)

3. We believe that the Lord Jesus Christ is Deity; that He was born of a virgin, that we are redeemed by His atoning death through His shed blood, that He bodily resurrected and ascended into Heaven, and that He will come again in power and great glory. (Matthew 1:18-25; Philippians 2:5-8; Colossians 1:15; I Peter 2:24-25; I Thessalonians 4:16-18)
4. We believe that individuals are saved through a direct, personal encounter with the risen Lord, at which time they are regenerated by the Holy Spirit. This event we hold to be an experience, rather than a doctrinal supposition. (John 3:3; John 3:16; Ephesians 2:8-9)
5. We believe in the present ministry of the Holy Spirit, by whom Christ indwells each believer, enabling one to live a godly life of obedience as one reaches for maturity (John 16: 7-11; Galatians 5:13-18)
6. We believe the Holy Spirit unites all true believers in the Lord Jesus Christ and that together they form one body, the Church. (Ephesians 2:22; I Corinthians 12:12-26; Colossians 1:18)

## **Addendum**

### **Organizational Positions in Addition to The City Mission Statement of Faith (2006)**

The City Mission has historically been identified with evangelical, fundamental, conservative theological positions. We do recognize, however, that we serve and minister with others whose traditions may differ on these positions.

The City Mission maintains that there is one baptism of the Holy Spirit that occurs at the time of salvation, placing the believer into the body of Christ. The City Mission also distinguishes between spiritual gifts distributed to believers to equip them for ministry and the “sign gifts” which are understood to have been manifestations of the Holy Spirit to authenticate the messenger and the gospel message during the foundational period of the church. Therefore, The City Mission holds that “sign gifts” are not normative for the church today, and The City Mission also does not endorse prosperity or deliverance teachings. While these positions are not and must not be a test of fellowship with those whose traditions differ, members of this community will not practice or propagate practices at variance with The City Mission’s positions while ministering to City Mission clients.

### **Doctrinal Policy**

**Purpose:** To establish a policy to be used as a guide for all who will be presenting the gospel and teaching God’s Word, in a group setting or individually, in all of our ministries.

**Applicability:** All full-time, part-time, and temporary staff members and all volunteers seeking volunteer staff status.

**Policy:** We recognize that even with agreement on our statement of faith, there are areas of doctrine that are disputable, upon which true believers faithful to God’s Word may differ. This possibility intensifies since we are committed to involving staff and volunteers from different denominations, cultures, and backgrounds. In this policy we are seeking to establish a common ground that can be used as a guide. We expect those in ministry with us to keep their teaching, whether in a group setting or one to one, within the common ground.

### **Common Ground (What We Believe & Live)**

1. There is only one God, and He is for all people. There is no other God and no other way to Him or to salvation except through His Son, Jesus.
2. The Father, Son and Holy Spirit are three distinct, co-existent and co-equal persons within the one God.
3. God has unlimited power, knowledge, presence, and authority.
4. God has given us His written Word (OT & NT) alone as our spiritual authority and this Word is practical for our day to day lives.
5. God created all people, men and women of all races and nationalities, in His own image to live in relationship with Him.

6. Our sin nature and personal acts of sin have broken our relationship with God. We are unable to restore that relationship through any effort of our own.
7. Jesus died on the cross to provide a payment for our sin, to rescue us from the judgment we deserve, to restore our relationship with God, and to give us eternal life. This salvation is by grace alone and through faith alone in Jesus Christ.
8. We must repent (turn from sin) and believe (trust in Jesus' provision on the cross) to receive forgiveness and a restored relationship. We believe this to be an individual choice of the heart and not the result of church membership, family heritage or participation in the sacraments.
9. When we believe, God comes to live in us through His Holy Spirit. The Holy Spirit empowers us to live holy lives and gives us gifts to use in service to others.
10. We are to pattern our lives after the example of Jesus and the commands and principles found in the Bible. This is the cornerstone of our recovery and discipleship programs.
11. We believe God has given us the responsibility to bring others into relationship with Him and disciple them into maturity.

We acknowledge that sincere and earnest Christians do disagree on some things and agree to return our focus to what we hold in common. For some of us, not teaching a certain doctrine may feel like we are betraying the Lord. However, if we sneak or we attack, we are usually violating a much more certain Biblical truth. If we step outside the common ground and pursue our own agendas, we can add to the confusion and hurt that many of the people to whom we minister have already encountered in their spiritual journey. If we can function within these boundaries and gently correct those who cross the line, we can be a shining light to those who have criticized Christianity for its divisiveness or have been hurt by the church.

**It is the policy of The City Mission that all staff and volunteers limit any and all teaching to the common ground that we have identified. The intent of this policy is to maintain peace and unity among co-laborers in ministry while at the same time encouraging those to whom we minister to become well-grounded in the basics and fundamentals of the faith and not get sidetracked on disputable matters.**

**Any staff or volunteer who promotes teachings outside of these parameters may be warned and encouraged to focus on the common ground. If they persist, they may be disciplined up to and including termination and/or asked to forfeit their involvement with The City Mission.**

I have read, understand, and will concur with this policy.

Name: \_\_\_\_\_

Date: \_\_\_\_\_