



Mission Statement

Provide 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.

- Directed by the Bible
- Dedicated to Transformation
- Bound by Integrity
- Inspired by Responsibility
- Energized by Collaboration
- Strengthened by Commitment

Regarding Beliefs

- We ascribe to a non-denominational evangelical confession of faith and require all individuals in the leadership team 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 the Leadership Team

- All of our staff and leadership team know Jesus Christ as their Lord and Savior, and regard cultivating their personal relationship with Him as their highest priority and calling.
- Our leadership team will express a call to serve God and others, 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 TCM's leadership team.

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 residents 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 exists to provide help and hope to all people through the transforming power of God’s love. This is accomplished through the teaching and studying of God’s Word and proclaiming the Gospel of Grace.”* 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 2:6,9)
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)
7. We believe in Biblical definitions of marriage, gender, and sexuality, and uphold a Biblical stance on all matters related thereto. (I Corinthians 6:18; 7:2; Hebrews 13:4; Romans 1:26-27; Genesis 2:24; 5:2; Mark 10:6-7)

Final authority for interpreting scripture rests with the Board of Trustees of The City Mission.

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.

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.

Lifestyle Principles

In addition to conduct on the job, employees of The City Mission should hold to the highest possible standards of Christian conduct in all areas of our lives. It is critical to the ministry of TCM that every staff member and board member lives above reproach and represent the Lord and the Mission with the highest level of Christian

professionalism. We are ambassadors for TCM wherever we are. Who we are has a more powerful impact on the lives of our residents than anything that we can do for them. We must be living examples of what we teach and avoid hypocrisy. The appearance, conduct and activities of TCM employees should reflect sensitivity to the Christian community and the people we serve. We must be careful that in exercising our freedoms in Christ, we do not hurt or hinder those whom we are, in fact, trying to help. As a guideline for employment, the following are lifestyle principles that employees of TCM should affirm:

- I declare that I have trusted Jesus Christ as the Lord and Savior of my life and desire for His grace to shine through me.
- I will make a hearty attempt to live out the Christian faith according to the Word of God, maintaining a vertical relationship with Him through regular quiet time and a horizontal relationship with others according to 1 Peter 3:8-9.
- I will be committed to be a team player striving for unity. I will respect the authority and leadership over me and serve as a servant-leader to those under me.
- I will not allow myself to be a rumor-mill. I will remember that I am more likely to resolve work-related complaints by speaking directly with my supervisor, HR or using the TCM complaint process.
- I declare that I am an active participant in a Bible-ministering church.
- I declare that I will whole-heartedly support, with loyalty, the ministry of The City Mission.
- I will hold with the highest regard my personal family and marriage responsibilities.
- I will live a life free from addictions realizing that my body is the temple of His Holy Spirit bought by God. I will also be careful to consider how my behavior might impact my own, a co-worker's, or resident's well-being.
- I will make every effort to live within my means and practice financial integrity.
- I will be careful to be selective of the entertainment I choose, that it might be God-honoring.
- I will abstain from sexual immorality (sexual relations before or outside of Biblical marriage – see Statement of Faith).
- I will not cohabitate with my significant other/fiancé before marriage.

I have read, understand, affirm, and will concur with the above policies.

Signature

Date