

Our Mission

Romsey Mill creates opportunities with young people, children and families to overcome disadvantage, promote inclusion, and develop personal, social and spiritual wellbeing

Our Vision

Romsey Mill's vision is of a transformed society in which all young people, children and families fully belong, positively contribute and thrive.

Our Ethos

As an organisation we aim to ensure that our Christian beliefs shape our thinking and govern our actions. Certain key themes, which include values and behaviours, are rooted in and are sustained by our beliefs and form the basis for our work. These include justice, hope, valuing the whole person, excellence, creativity, community, integrity and forgiveness. We will work in partnership with any who share a commitment to these.

We believe that as people explore and experience these themes, the relevance of the Christian faith becomes apparent and that discussion with them of the inspiration and motivation behind the actions of those involved in Romsey Mill's work may be appropriate and helpful.

As our beliefs underpin Romsey Mill's work, it is necessary that those who hold certain specific roles and responsibilities share them. We will therefore recruit people with a personal commitment to the Christian faith to such posts. However, because we actively promote inclusion, people of different faiths or none are warmly welcomed and valued, as we come together to fulfil our hopes and aspirations to serve all unconditionally. Our programmes and activities are open to all, regardless of their beliefs.

We are keen to engage in cross-sector partnerships with a broad range of public bodies, private companies, other voluntary organisations and churches in order to support young people, children and families as effectively as possible.

Our Values & Behaviours

Romsey Mill's values and behaviours are rooted in and sustained by our Christian beliefs. They reflect what we think is important in life and demonstrate our aspirations for the kind of organisation we want to be. They provide guidance on individual and organisational principles, standards, qualities and conduct. We will seek to form partnerships of trust and collaborations for change wherever these values are held in common.

We believe that the integrity of Romsey Mill lies in the consistency between the values we hold and the practice of them. Whilst these values are aspirational, members of staff and volunteers are encouraged to be personally committed to making them a reality in everything they do for Romsey Mill.

Romsey Mill is guided by the following core values:

- We affirm the intrinsic importance of social justice. Our work will challenge injustice and reflect a long-term commitment to people, whatever their need.

- We will seek to awaken and sustain hope for transformation and a better future. This requires us to develop a culture of forgiveness.
- We recognise that lasting change must include all aspects of a person and their community, so we will promote physical, mental, spiritual, economic and environmental well-being.
- We strive for excellence in our work, seeking to improve by listening, reflecting and learning.
- We positively encourage imaginative and flexible approaches in responding to unmet needs and breaking new ground in community development.

The following values inform our approach to people:

- We recognise our interdependence and believe that a strong caring community should be at the heart of our identity and work.
- We give priority to those who are excluded, disadvantaged or neglected in our society.
- We recognise the immeasurable value of every individual, so we will care for all people equally and respect their differences.
- We are committed to continuous learning and development so that everyone connected with Romsey Mill - and the organisation as a whole - can realise their full potential.
- We are responsible and accountable for our actions and will act with integrity. We are open to correction and change.

Statement of Beliefs

Romsey Mill is a charity founded by local churches and bases its Christian beliefs on the Bible. The following beliefs, in particular, are at the heart of our understanding of Christianity:

We believe:

- in one God, Father, Son and Holy Spirit.
- that God is good, true and loving.
- that God is just, gracious and faithful, making and keeping promises.
- that God created, sustains and is present in the world.
- that God, out of love, created people with freedom and responsibility, to love him and each other, and to care for the world.
- that people do not consistently choose to live within God's good purposes and so experience estrangement from God and a world that is broken. We all need forgiveness and a restorative relationship with God which he freely offers to everyone.
- that God's eternal Son became human in Jesus Christ.
- that Jesus lived a perfect life, that he died on a cross, was raised back to life again, and that he now lives forever. This makes it possible for people to know a restored relationship with God.

- that the Holy Spirit enables people to know, love and follow the ways of God
- that the Christian community exists for the benefit of the world and for the glory of God.
- that God is transforming the world now and will make all things good in the end. This transformation encompasses every aspect of our communities and our beings - body, mind and spirit.
- that all people have an important part to play in effecting this positive transformation.
- that prayer is an important aspect of relationship with God, which can lead to change in ourselves, others and the situations we encounter.
- in Eternal life and hope for a time to come when there will be an end of evil and suffering, and God's purposes will be fully realised.

All those at Romsey Mill who hold these beliefs should live according to them as we do our work. Therefore we will strive to love God, seek and pursue God's vision for our work and grow in our knowledge of God together. We encourage prayerfulness, hope, thankfulness and faith in God in all we do.