

# Beliefs, Values & Code of Conduct



## About Keswick Ministries

Keswick Ministries exists to inspire and equip Christians to love and live for Christ in His world. God's purpose is to bring his blessing to all the nations of the world (Gen12:3). That promise of blessing, which touches every aspect of human life, is ultimately fulfilled through the life, death, resurrection, ascension and future return of Christ. All of the people of God are called to participate in his missionary purposes, wherever he may place them. The central vision of Keswick Ministries is to see the people of God equipped, encouraged and refreshed to fulfil that calling, directed and guided by God's Word in the power of his Spirit, for the glory of his Son.

## Our Priorities

There are three fundamental priorities which shape all we do as we look to serve the local church:

**HEARING GOD'S WORD:** the scriptures are the foundation for the church's life, growth and mission, and Keswick Ministries is committed to preach and teach God's Word in a way which is faithful to scripture and relevant to Christians of all ages and backgrounds.

**BECOMING LIKE GOD'S SON:** from its earliest days the Keswick movement has encouraged Christians to live godly lives in the power of the Spirit, to grow in Christ-likeness and to live under his Lordship in every area of life. This is God's will for his people in every culture and generation.

**SERVING GOD'S MISSION:** the authentic response to God's Word is obedience to his mission, and the inevitable result of Christ-likeness is sacrificial service. Keswick Ministries seeks to encourage committed discipleship in family life, work and society, and energetic engagement in the cause of world mission.

## Our Story

It begins in 1875 with the first Convention, held on the vicarage lawn of St. John's Church in Keswick, in England's Lake District. Since 1875, the Convention has brought Christians together from across denominations under the banner 'for you are all one in Christ Jesus' (Gal 3:28). They have seen their lives transformed as they sat under God's word, and they have gone out to love and live for Christ across the UK and the world.

## Our ministry

There are four main strands to our ministry:

**KESWICK CONVENTION:** the Convention attracts some 15,000 Christians from the UK and around the world to Keswick every summer. It provides Bible teaching for all ages, vibrant worship, a sense of unity across generations and denominations, and an inspirational call to serve Christ in the world. It caters for children of all ages and has a strong youth and young adult programme. And it all takes place in the beautiful Lake District - a perfect setting for rest, recreation and refreshment.

**KESWICK TEACHING AND TRAINING:** Keswick Ministries is developing a range of inspiring, equipping, Bible-centred teaching and training that focuses on 'whole of life' discipleship. This builds on the same concern that started the Convention, that all Christians live godly lives in the power of the Spirit in all spheres of life in God's world. Some of the events focus on equipping. They are smaller and more intensive. Others focus on inspiring. Some are for pastors, others for those in other forms of church leadership, while others are for any Christian. All aim that you will return refreshed to serve.

**KESWICK FELLOWSHIP:** for over 140 years the work of Keswick has impacted churches worldwide, not just through individuals being changed but through Bible Conventions that originate or draw their inspiration from the Keswick Convention. Today, there is network of events that share Keswick Ministries' priorities across the UK and in many parts of Europe, Asia, North America, Australia, Africa and the Caribbean. Keswick Ministries is committed to strengthen the network in the UK and beyond, through prayer, news and cooperative activity.

**KESWICK RESOURCES:** Keswick Ministries has produced numerous books, devotionals, and study guides that inspire and equip Christians to live for Christ. Our range of digital resources helps you to make the most of Keswick Convention teaching throughout the year including podcasts, study notes, and sung worship. Convention talks and seminars are available via our website, YouTube and the KesTalks podcast.

## Our beliefs



Keswick Ministries works with evangelicals from a wide variety of church backgrounds – we are “all one in Christ Jesus” (Galatians 3:28) - on the understanding that they share a commitment to the essential truths of the Christian faith as set out in our statement of belief. There is one God in three persons, the Father, the Son and the Holy Spirit.

1. God is sovereign in creation, revelation, redemption and final judgment.
2. The Bible, as originally given, is the inspired and infallible Word of God. It is the supreme authority in all matters of belief and behaviour.
3. Since the fall, the whole of humankind is sinful and guilty, so that everyone is subject to God’s wrath and condemnation.
4. The Lord Jesus Christ, God’s incarnate Son, is fully God; he was born of a virgin; his humanity is real and sinless; he died on the cross, was raised bodily from death and is now reigning over heaven and earth.
5. Sinful human beings are redeemed from the guilt, penalty and power of sin only through the sacrificial death once and for all time of their representative and substitute, Jesus Christ, the only mediator between them and God.
6. Those who believe in Christ are pardoned all their sins and accepted in God’s sight only because of the righteousness of Christ credited to them; this justification is God’s act of undeserved mercy, received solely by trust in him and not by their own efforts.
7. The Holy Spirit alone makes the work of Christ effective to individual sinners, enabling them to turn to God from their sin and to trust in Jesus Christ.
8. The Holy Spirit lives in all those he has regenerated. He makes them increasingly Christ-like in character and behaviour and gives them power for their witness in the world.
9. The one holy universal church is the Body of Christ, to which all true believers belong.
10. The Lord Jesus Christ will return in person, to judge everyone, to execute God’s just condemnation on those who have not repented and to receive the redeemed to eternal glory.



# Our Values

Keswick Ministries' values shape who we are, what we do, and how we do what we do. They are not imposed. We believe they describe us. They are fundamental to our identity – a bit like DNA.

Over and above everything is CHRIST – dependent on Him, listening to Him, seeking to be like Him, in His name, making Him known, for His glory.

## COMMITMENT

- We are passionately committed to the ministry and its initiatives.
- We conduct ourselves professionally.

## HUMILITY

- We listen to God's word and to one another; we are prayerfully dependent on Him.
- We are always looking to learn and improve, individually and as a team.

## RESPECT

- We have respect for every conventioner and for one another as equals, since Christians are "all one in Christ Jesus" (Galatians 3:28).
- We treat with respect every person with whom we engage, since all humans are made in the image of God.

## INTEGRITY

- We look to align our lives with what is right in God's sight.
- We tell the truth and are trustworthy.

## STEWARDSHIP

- We are stewards of the gospel, and are faithful to it.
- We use resources wisely and responsibly as stewards of all that is entrusted to us.

## TEAMWORK

- We work together as family for shared goals, offering help, encouragement and support.
- We strive together to inspire and equip Christians to love and live for Christ in his world.



## Lifestyle, morality and personal example

The Keswick movement has always sought to highlight the call to Christlikeness. Holiness and practical godliness has been part of our DNA as an event and as a movement. We therefore seek to live in accordance with Biblical guidelines in all areas of life, with truth and integrity in our relationships, attitudes and behaviour. We are called to a distinctive lifestyle of discipleship.

Our ministry requires us to demonstrate that lifestyle, especially as we are likely to influence others, including in our work amongst children and young people. Such a lifestyle includes regular Bible reading and prayer and active involvement in a local church. It is marked by a selfless attitude to money, possessions, time, work, leisure, social action and relationships. It demonstrates moral standards, including an acceptance that the only appropriate place for a sexual relationship is within a marriage between a man and a woman.

Whilst we recognise that as fallen people we often fall short of this ideal, we believe that God's grace and forgiveness are always available to those who repent. We nevertheless expect that all those working with us will affirm these principles and be committed to work towards achieving such a lifestyle with God's help.



# Safeguarding - Code of Conduct

Keswick Ministries behaviour code for working with children, young people and adults at risk of harm.

Our Safeguarding Policy statement is accessible via our website.

## PURPOSE

This behaviour code outlines the conduct expected of all workers (staff and volunteers).

The code of conduct aims to help protect adults at risk of harm, children and young people from abuse and inappropriate behaviour from those in positions of trust, and to reduce the risk of unfounded allegations of abuse being made.

## THE ROLE OF WORKERS (STAFF AND VOLUNTEERS)

When working with children and young people or adults at risk of harm, you are acting in a position of trust for Keswick Ministries. You will be seen as a role model and must act appropriately.

## GOOD PRACTICE

- Treat everyone with dignity, respect and fairness, and have proper regard for individuals' interests, rights, safety and welfare
- Work in a responsible, transparent and accountable way
- Be prepared to challenge unacceptable behaviour or to be challenged
- Listen carefully to those you are supporting
- Avoid any behaviour that could be perceived as bullying, emotional abuse, harassment, physical abuse, or sexual abuse (including inappropriate physical contact such as rough play and inappropriate language or gestures)
- Seek advice from someone with greater experience when necessary
- Work in an open environment – avoid private or unobserved situations
- Follow policies, procedures and guidelines and report all disclosures, concerns, allegations, and suspicions to the safeguarding co-ordinator
- Don't make inappropriate promises particularly in relation to confidentiality
- Do explain to the individual what you intend to do and don't delay taking action



## UNACCEPTABLE BEHAVIOUR

- Not reporting concerns or delaying reporting concerns
- Taking unnecessary risks
- Any behaviour that is or may be perceived as threatening or abusive in any way
- Passing on your personal and/or social media contact details and any contact that breaches Keswick Ministries social media policy
- 28
- Developing inappropriate relationships
- Smoking and consuming alcohol or illegal substances
- Favouritism/exclusion – all people should be equally supported and encouraged

## BREACHING THE CODE OF CONDUCT

If you have behaved inappropriately, you will be subject to disciplinary procedures (particularly in the case of paid staff where the line manager will consult the safeguarding coordinator as appropriate). Depending on the seriousness of the situation, you may be asked to leave Keswick Ministries. We may also make a referral to statutory agencies such as the police and/or the local authority children's or adult's social care departments or DBS. If you become aware of a breach of this code, you should escalate your concerns to the safeguarding coordinator or line manager (in the case of a paid staff member).



## Our contact details

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