



14 Horsted Square, Uckfield, East Sussex. TN22 1QG
Registered charity number 1126997
A company limited by guarantee. Registered in England and Wales, number 6667924

Our Charity

Essential Christian is a registered charity (no. 1126997) formed in 2009 from the merging of the ministries of Spring Harvest and ICC Media Group. The charity incorporates a range of initiatives and brands, each designed to fulfil a deep-rooted passion to serve the Church through creativity and the provision of events, resources and networks:

- **Spring Harvest** – an annual teaching & worship event for Christians of all ages
- **Song Solutions** - song publishing and copyright administration division
- **Essential Event Management** - event management services
- **Spring Harvest Holidays** - 4* Holiday Park on the west coast of France
- **Essential Christian Resources** – Christian resources to promote the Christian Faith

With decades of experience in serving and resourcing the church, our mission is to equip the church through events, resources and networks.

The charity is run by a board of trustees. The Group Chief Executive leads the staff with the support of a Senior Management Team to implement vision and strategy.

Our Beliefs

Essential Christian as a Christian organisation subscribes to:

- The Evangelical Alliance Basis of Faith
- The Lausanne Covenant

Our Christian foundation and mission means that adherence to the Christian faith will be designated as an occupational requirement in respect of a limited number of posts within Essential Christian.

Our Vision

In all we do, we want to be an agency whereby individual Christians, and local churches are:

- **Encountering** God
- **Inspiring** confidence in the good news of Jesus Christ
- **Transforming** people, communities and culture in the power of the Holy Spirit

We will do this through Events, Resources and Networks



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Our Purpose

In particular, we desire to help individual Christians, and local churches

- **To hear God's word** for today and to declare his eternal purposes
- **To understand our culture** in order to engage with our society
- **To minister to one another**
- **To engage with, and learn from, the Church** in the UK and worldwide
- **To fulfil their mission in transforming communities**
- **To enable creativity and artistic expression**
- **To be agents of justice and peace**

Our Values

We aspire to four big values:

- **We want to be authentic Christians**
-to be those who “get real” within the Church – rooted in a generous orthodoxy, and confident in Jesus Christ revealed in the scriptures as the source of who we are
- **We want to be thinking Christians**
-the Bible encourages us to teach and live an intelligent faith
- **We want to be missional Christians**
-sent as Jesus was sent to proclaim the good news, to make new disciples, and to build the Kingdom of God
- **We want to be Spirit-filled Christians**
-living in the power of the Spirit, expressing the life of the Trinity, and thorough goingly supernaturalist

Our Culture

Our values are embedded in the ethos of our organisation and the ways we seek to carry out the day- to-day business and ministry we're involved in.

- **Christlikeness** - behaving as befits the followers of Jesus
- **Local Church** - emphasising the importance of the people of God
- **Unity** - seeking to bring together and partner with Christians of diverse backgrounds
- **Excellence** - doing what we do to the best of our ability
- **Radical** - living at the cutting edge of faith
- **Transformation** - working to see individuals and communities changed by the Spirit's power.



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Our Ethos

Generous Orthodoxy

As we seek to live in obedience to scripture, we will seek to continue our role as an organisation which brings together the various “tribes” within the Christian Church to encounter and learn from each other. We will intentionally act as a “big tent” for Christians of diverse denominations, ethnicities and cultures.

Theological Rigour

We will set out to be a learning community, modelling best practice in biblical exegesis and hermeneutics, providing theological reflection and a biblical critique, and enabling our guests and our audience to discover authentic discipleship on their Christian journey.

Public Truth

We will envision and equip individuals and churches to engage in the public square, encouraging them to be committed to social justice and involved in (for example) national and local politics, education, and health care. We will equip Christians in the task of popular apologetics, enabling them to share their faith sensitively, creatively and confidently in the public realm. UK Christians will increasingly live their lives in the context of a multicultural and multi-faith society; we will resource individuals and churches to understand, learn from, and share their faith with those of the other great world faiths.

Spiritual Integrity

We will help Christians to embrace the life of prayer and grow in their relationship with God the Trinity, to discover and own a whole life discipleship, and to develop a spirituality that is rooted and real and can be lived with integrity in our C21 culture. This will include exploration of the deep roots of the Christian spiritual tradition and new ways of corporate worship.

Kingdom Vision

In our post Christendom culture, we will seek to help people and churches to serve the Kingdom of God – the one kingdom and culture that will endure. Our Kingdom values will drive us to teach, model and live care for creation; to continue to develop arts and creativity; to be agents of peace and justice.

Intergenerational and Egalitarian Community

The Christian Church is a baptised Eucharistic community which values the life and contribution of every member. In particular, we will continue our commitment to innovative work in evangelism, nurturing and discipleship of children and young people, and enabling churches to become and to live as genuinely intergenerational communities, and modelling this in our activities. We are also committed to an egalitarian approach to the ministry of men and women in the Church and at our Events.

Global Faith

Because we believe that the good news of Jesus Christ is for the whole world, we will facilitate the meeting of Christians from across the world and enable mutual learning between the UK Church and world Christianity. We will seek to make our resources available on a global basis, and develop our commitment to world vision.



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Our Relationships

Our ethos or motivation, and therefore our relationships, are rooted in our faith in Jesus Christ and in His love, which compels us to serve others. This faith directs and influences our internal relationships as well as our work with those whom Essential Christian seeks to serve. The way we work together and behave with one another and those we seek to serve demonstrates and authenticates our ethos.

It is through these relationships, with each other and those whom we seek to serve, that Essential Christian will put its beliefs and values into practice by seeking to be an agency:

- for personal renewal
- for personal and corporate envisioning
- of Christian co-operation
- where local church is valued and endorsed
- serving, equipping and resourcing other Christian organisations
- that models the principles we advocate

and to be a resource to the Church through our day-to-day working, activities, events, conferences, networks, audio and visual media, print-based and internet-based media.

The ethos of Essential Christian is the motivation for all our work. Our activities are an outworking of our faith. The link between who we are and what we do cannot be broken. Therefore, the attitude and motivation of our employees and the way in which our activities are achieved are as important as the activities themselves.

As this attitude and motivation derive from our relationship with Jesus Christ, it becomes an occupational requirement that many of our employees are committed Christians, (ie. that they assent to the Evangelical Alliance Basis of Faith and seek to live out that belief in every aspect of their lives). Vacant posts will be reviewed on a case by case basis but it is likely that a post will need to be held by a committed Christian where one or more of the following is a significant element of the role:

- leadership responsibility, including supervision of staff
- strategic input
- responsibility for developing or maintaining our Christian ethos
- forming and maintaining relationships that are significant to our activities
- duties that are central to fulfilling our aims and purposes
- articulation of our ethos to those outside of Essential Christian
- pastoral support

We expect all our employees to act in accordance with and in loyalty to our ethos and to Christian standards of behaviour. Failure to do so may result in disciplinary action including, in a serious case, dismissal for gross misconduct.

Notwithstanding this, Essential Christian is committed to diversity amongst its employees and will not discriminate on other grounds that are unrelated to our ethos. We believe that defining our occupational requirements does not restrict, but actually enhances our commitment to diversity.