

Mission Statement of Caritas Moers-Xanten

Vision

The Caritasverband Moers-Xanten e.V. advocates for a social society underpinned by respect, solidarity and compassion, in which all people are recognised in their dignity – regardless of age, background, gender, sexual orientation or life circumstances. It is characterised by diversity and genuine participation, where differences are seen as an asset and barriers are overcome. People can shape their lives freely and independently, whilst at the same time finding support when they need it. We are committed to a society that acts with empathy and care, listens and leaves no one behind. This creates safe spaces in which everyone can flourish without fear or prejudice. Our vision of society is underpinned by Christian values, such as love for one's neighbour, which we understand as mindful, supportive coexistence for everyone without exception – regardless of faith.

Mission

For us, our mission is a promise: we provide holistic support – with expert quality, a professional approach and warm support. By building relationships with people, we take the next positive step together. As part of society and a key player in the welfare state, we support people through all stages of life. We strengthen their self-determination. We enable social participation by breaking down barriers and empowering people to help themselves. We promote participation by encouraging and supporting people to stand up for their own views.

We play an active role in shaping social policy developments at local and supra-regional levels. We raise our political voice on behalf of people in need of support. In doing so, our aim is to foster understanding of people's life circumstances and to build connections with them, rather than polarising through views and opinions. We actively stand against violence and discrimination.

As a Catholic organisation, we see it as our mission to continually re-examine the question of what it means to be Christian, both internally and externally. In doing so, we engage in social discourse and advocate for putting people at the centre. We enable people to live out spirituality together and to explore questions of meaning.

Volunteering is an essential and welcome cornerstone of our work. Together with and through our volunteers, we strengthen social cohesion.

As an employer, we are committed to a Christian ethos. We do not discriminate against staff, particularly on the grounds of origin, religious affiliation, life circumstances, sexual orientation or gender identity. We offer jobs with reliable working conditions and rights to have a say in decision-making. In doing so, we are committed to health, personal and professional development, and job satisfaction.

We act in an economically responsible manner and give equal consideration to social and environmental sustainability. To support our commitment, we also make sensible and responsible use of the opportunities offered by digital technologies.



Values

Our values serve as a guide, enabling us to identify and define opportunities and boundaries in our day-to-day work. Our actions are characterised by humanity and empathy. We treat everyone as equals; that is, we listen and take people's needs seriously. This attitude is reflected in our respectful interactions as well as in our professional conduct.

We embody appreciation, respect and diversity by recognising and actively incorporating differences. Transparency and openness guide our daily actions: we communicate clearly, provide information in a comprehensible manner and create spaces for dialogue and participation. In doing so, we foster an open culture of learning from mistakes.

Reliability and trust form the basis of our collaboration, including with our external service providers and business partners.

Last but not least, hope and courage sustain us: we instil confidence, develop new solutions and remain true to our values even in challenging situations. In this way, our Christian-inspired ethos becomes a tangible reality in everyday life, accessible to all.



Guiding Principles

- 1) We place people – with their dignity, diversity and uniqueness – at the centre of everything we do.
- 2) We promote self-determination and participation by breaking down barriers and empowering people to help themselves.
- 3) We support people through all stages of life in a holistic, professional and caring manner.
- 4) We practise respect, appreciation and openness in our interactions and in everything we do.
- 5) We strengthen community and cohesion – together, both as paid staff and volunteers.
- 6) We speak out for justice and actively stand against violence and discrimination.
- 7) We act responsibly, sustainably and with a view to the future – socially, environmentally and economically.
- 8) We live by Christian values, reflect on them critically and ensure their practical development.

