



Philosophy of Ethics

Our Mission

Town and Country Manor provides a caring Christian environment designed to meet physical, social and spiritual needs of each resident.

Our Vision

Town and Country Manor's vision is to show God's love through caring and serving.

Town and Country Manor is a ministry of The Christian and Missionary Alliance and desires to reflect Christian values in every aspect of the organization. We strive to demonstrate Christian values in our delivery of healthcare, in the lives of our residents, through our business practices, internal and external operations and our employee relations. Town and Country Manor was created and built upon fundamental values and moral principles, which are consistent with Scriptures. We believe the Bible is held to be infallible and inspired by God, and is the ultimate authority to provide guidance for life and to provide standards for personal, professional and community behavior.

From the Biblical principles Town and Country Manor embraces, four essential principles form the basis for ethical decisions. These four principles are:

1. The Sanctity of Life
2. Love for God and His People
3. Stewardship of Resources
4. Integrity in Relationships and Practices

By adhering to the following moral principles, Town and Country Manor aims to exalt and glorify God. This list of values provides general guidelines for ethical courses of action throughout the organization.

1. Sanctity of Life (Genesis 1:27)

God created mankind in His image and likeness. Life is His sacred gift, and only He has the authority to determine its duration. Every life is meaningful and of equal worth to be nurtured and cared for. Therefore we:

- Treat each individual with respect.
- Do everything possible to preserve the dignity of each individual.
- Protect the autonomy of individuals (i.e. their ability to express their desires with the expectation that those desires, whenever appropriate and consistent with the values of the organization, will be respected.

- Offer the freedom of choices for each individual within the boundaries of organizational values.
- Practice justice by treating each individual in a similar situation in the same manner.
- Take no action that will bring harm to residents.

2. Love for God and His People (Matthew 22:37-39)

God is love. He instructed people to love Him with all their capacity and to love their neighbors as themselves. We are only able to love because He loved us first. Love is experienced and expressed through relationships as individuals live and work together in the community. Therefore we:

- Offer compassionate care to the resident and employee family.
- Honor diversity of ethnic origin, gender, and socio-economic status.
- Foster peace of mind and security from fear over present and future life concerns through the staff, facilities and services offered.
- Provide comprehensive health care through dedicated staff, ministering to the body, mind and spirit as exemplified by the healing ministry of Christ.
- Advance the welfare of others and make reasonable efforts to bear one another's burdens so that each can contribute to the common good.
- Promote the peace, harmony and general welfare of the community.

3. Stewardship of Resources (Matthew 25:14-30)

Stewardship is the management of another person's property, finances or affairs. God requires people to be careful guardians of the resources entrusted to them. Therefore we:

- Manage financial assets in a fiscally prudent and responsible manner.
- Service and maintain the physical facilities on a regular basis; renovating or replacing these assets as the need arises.
- Deploy human resources efficiently and pay team members fairly.
- Employ both creativity and innovation in seeking to provide the best service at a reasonable price.
- Strive for quality and excellence in all aspects of the organization, exceeding the expectations of residents and employees.

4. Integrity in Relationships and Practices (James 4:17)

Integrity is honoring God's commandment to speak and live with honesty and trustworthiness, not allowing circumstances or situations to determine truthfulness. People with integrity build strong and lasting relationships. Therefore we:

- Fulfill obligations and deliver services as promised.
- Make decisions in harmony with our conscience and are genuine in our actions.
- Share information that is important to another's success.
- Present facts truthfully.
- Preserve private information with confidentiality.
- Comply with all appropriate federal, state and local laws, rules and regulations, as well as all standards and requirements established by licensing and accrediting bodies.
- Avoid potential or apparent conflict of interest.