

Community House Damaris Core Values

VISION

Tradition of Excellence

As a Christian organization, we believe in the importance of vision based on servanthood, personal recovery and community.

What qualifies our vision as a 'Tradition of Excellence' is that those who serve within our organization are people who desire to: "Act justly, love mercy and walk humbly with their God." (Micah 6:8)

Servanthood means a state of heart - a Christian character that reflects the Beatitudes (Matt. 5:3-12).

Personal Recovery means the change that God makes in each believer's life as they grow in faith (Romans 6,7 & 8).

Community means a holy community where servants:

1. Turn to God with prayers of repentance as needed (Ezra 9:5-15).
2. Pull together to fulfill their organization's mission (Ex. 36:8-9).
3. Commit themselves to correct any situations in their organization that are potentially unjust and harmful (Dt. 21:1-9).

INTEGRITY

A Scriptural 12-Step Culture

We believe in the importance of developing a Scriptural 12-Step culture within our organization.

To this end, we participate in the SA Formation of Servants not only to facilitate our personal recovery and leadership accountability, but also as a means to relate to the long-term recovery processes that program participants must go through when choosing recovery from sexual exploitation/trafficking.

PRIVACY

Anonymity

We believe in the putting into action the Principle of Anonymity that attracts others to God's purpose for our organization's Vision and Mission rather than promoting ourselves. We also believe that privacy is:

1. Central to recovery
2. Essential for quality of life
3. About respecting and valuing oneself and others (leadership, staff, volunteers, participants and donors alike).

STRONG LEADERSHIP

Leading by Example

We believe in the importance of demonstrating by example our roles as trusted servants who strive to meet the needs of others first. We also believe in holding ourselves accountable in 'walking the recovery talk' by participating in the SA Formation of Servants, in challenging ourselves by practicing the Principle of Anonymity and by continuously learning how to enact "Principles Before Personalities".

UNITY

Community

We believe in our common vision that is based on servanthood, personal recovery and community, which, when centered on total dependence on Christ, brings about unity locally and internationally.

We are also unified in the belief that graduated program participants are the best potential leaders of tomorrow and as such, we mentor them to become honorary servants within the organization.

PROACTIVE INITIATIVES

Sustainability

We believe that to be proactive, we must create a sustainable organization that:

1. Trusts that when God calls he also equips and provides as needed, one day at a time
2. Remains focused on its Vision and Mission
3. Collaborates with other enterprises or groups having a diversity of guiding principles and thus enact the principle of "Cooperation Without Endorsement/Affiliation"
4. Uses well-determined steps for organizational growth and commits to develop social enterprises to reach financial self-sustainability while training program participants.

FAIR WORKING ENVIRONMENT

Fairness and Equality

We believe that to develop a fair working environment that promotes equality, we must:

1. Remember the importance of both Scripture and the impact it has on personal integrity as we learn how to act fairly, promoting equality at all levels of our organization and altruism and the role that it plays in servanthood
2. Implement well-developed human resource guidelines, a code of conduct and policies and procedures that promote fairness and equality
3. Clarify the 3:1 rule to ensure that the highest paid employee does not receive more than 3 times the salary of the lowest paid employee

SUCCESSION

Growth and Change

We believe in enacting the principle of rotation and in providing ongoing training and mentoring at all levels of our organization to ensure successful succession.

As House Damaris grows, the ODT ensures that graduated program participants who are no longer part of the followcare program and other individuals who have been involved within House Damaris are included in the process of building community as "honorary servants."

The "honorary servants" structure is developed and maintained for the purpose of mentoring and training for servant leadership positions. For graduated program participants, to become "honorary servants," keeps their anonymity intact.

At this level, these youth and women are simply contributing members on an equal basis with everyone else considered in good standing within the organization. They are no longer labeled as "Ex" anything.

For individuals who have been involved within House Damaris as well as graduated participants, to become "honorary servants" shows them that they are valued by the Voting Membership/Coordinating Committee/Key Leadership.

Good standing as an "honorary servant" within House Damaris means that the individual has served in the organization honorably and effectively for at least one year. "Honorary servants" are invited to participate at the annual retreat and are welcome to bring their recommendations forward.

"Honorary servants" must be in good standing with House Damaris but do not yet meet the eligibility criteria of Voting Membership/Coordinating Committee/Key Leadership.

RECOVERY

Personal Recovery

We believe that when program participants are ready for lifestyle changes, no matter how small they may be, they must be given the chance to enter and/or re-enter the program where they learn to take ownership of their personal recovery.

TALENTS ARE YET TO BE DISCOVERED

Potential

We believe that program participants have potential and that talents need to be discovered in their lives. Thus, we create programs and services that are:

1. Competency-based - focusing on program participants' strengths and not their weaknesses
2. Resiliency-based - focusing on emphasizing program participants' successes, not their failures

We provide for the development of soft skills as part of our program delivery and involve program participants in job shadowing.

SKILLS NEED TO BE TAUGHT

Mastery

We believe that skills need to be taught because skill acquisition and mastery are necessary for program participants to become productive members of society. Thus, we provide for the development of hard skills in our program delivery and involve program participants in "on the job training" experiences.

PARENTING IS VITAL

It Takes a Healthy Community to Raise a Child

We believe that parenting skills need to be taught to stop the cycle of abuse in the lives of the children coming with program participants.

We believe that for our organization to become a healthy community where the young generation is raised up with care and diligence, it must remain true to its core values and beliefs.

