

The work of Woza Moya has grown out of listening to the needs of the community we serve. The *way* we work is as important as *what* we do. The following ***organisational principles*** are what hold our programmes and the people of the organisation together:

Respect

- Between us and the community,
- Amongst ourselves,
- With partners, critical friends, donors

Accountability

- To the community for the work we do,
- For the future of the children of Ofafa Valley Community,
- To each other as staff, care workers and volunteers

Commitment

- To fulfilling the needs of the community,
- To the community that we serve
- To each other

Service

- We are there to serve the community
- People come from different places to help us serve the community

Care and Support

- For the community
- Volunteers care about the work and support us
- The community supports us
- People in the centre support each other

Honesty

We strive to be honest with each other about how we are serving the community and being transparent / accountable.

Transparency

Leadership is transparent with staff and volunteers.

There is transparency about finances – income and expenditure.

Networking / Partnerships / Relationships

We work closely with various partners and stakeholders, where those relationships are consistent with the organisational principles we work by.

Fulfilment

We aim for every person involved with the organisation to be fulfilled in their lives.

Dedication

There is a spirit of dedication amongst leadership, staff and volunteers in the organisation.

Spirituality

The project grew out of the Buddhist Retreat Centre and is committed to sustaining and honouring the spiritual ethos that was part of its origins.

Culture of Reflection

There is regular reflection with an intention of listening to the community we serve, each other and the emerging issues of our context.

Culture of Nurturing

Our work with the community and as a team is based on a desire to nurture people in every aspect of who they are.

Open Channels of Communication

There is a commitment to open communication between people involved with the organisation at all times.

These KEY PRINCIPLES were agreed to at a brainstorming session in January 2010 by the Woza Moya team members, guided by Theresa Edelman, Development Consultant from OXFAM.