

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.