

111 project

111Project Cultural Values

1. Faith-Driven Leadership

We seek the Father's will in all we do, placing our faith in Jesus Christ, and being led by the Holy Spirit. As an ecumenically Christian organization, we are committed to making disciples and modeling our actions in line with our faith.

2. Building Genuine Connections

We prioritize authentic relationships that are rooted in love, respect, and mutual appreciation. Every interaction is an opportunity to foster deeper connections and strengthen the community.

3. People Before Performance

We believe that true success comes from caring for people first. When individuals are nurtured and supported, performance naturally follows. We prioritize the well-being of our team and those we serve.

4. Honoring Leadership and Roles

We honor the unique roles of the biblical family, the church, community, and government. We respect and uphold the leadership of each sector, recognizing their importance in fostering a healthy and thriving society.

5. Celebrating Progress, Valuing People

We celebrate the results we achieve together but never at the expense of people. Every milestone is an opportunity to reflect on the efforts of the individuals who made it possible, keeping humanity at the heart of our success.

6. Empowering for Generosity and Growth

We empower our team, churches, and communities to activate their generosity and collaborate for lasting change. By providing the tools and inspiration they need, we help them create a broader impact together.

7. Fostering Local Ownership

We create awareness and provide opportunities for individuals and communities to take ownership of the issues that matter to them. Through engagement and responsibility, we build sustainable, locally led solutions.

8. Innovating for Stronger Communities

We embrace both technological and relational innovations to improve outcomes for children and families in crisis. By constantly seeking better ways to serve, we create stronger community ownership and more effective support systems.

Potential Detriments to Our Culture

1. Mission Drift (Lack of Clarity in Mission or Vision):

Confusion or misalignment among team members about the organization's goals can lead to inconsistent actions and disengagement.

2. Unsustainable Workload (Burnout and Overwork):

Overloading staff or volunteers can lead to emotional and physical exhaustion, weakening our focus on caring for people first.

3. Siloed Operations (Loss of Collaboration):

When teams or partners stop communicating effectively, isolation and inefficiency replace the culture of collaboration and unity.

4. Performance-Driven Culture (Prioritizing Results Over People):

Focusing too much on outcomes at the expense of people undermines our value of nurturing relationships and valuing individuals. We will promote healthy competition while recognizing that stewardship of gifts and talents is all we can do.

5. Erosion of Trust (Lack of Accountability or Integrity):

Without transparency and accountability, trust erodes, which can damage both internal and external relationships.

6. Stagnation and Rigidity (Resistance to Change or Innovation):

Resisting new ideas or technologies stifles progress and limits our ability to improve outcomes for children and families in crisis.

7. Communication Breakdown (Poor Communication):

Ineffective communication creates misunderstandings and frustration, leading to misalignment within the team and with partners.

8. Disempowerment and Control (Lack of Empowerment or Micromanagement):

Failing to empower team members or relying on micromanagement stifles creativity and motivation, reducing collaboration.

9. Leadership Inconsistency (Inconsistent Leadership or Direction):

Frequent changes in leadership or unclear strategic direction can create instability and uncertainty within the organization.

10. Gossip:

Undermines trust and transparency, creating division and damaging relationships within the team and community.

11. Political Dynamics:

Prioritizing personal or group interests over organizational values leads to dysfunction, favoritism, and a toxic work environment.

Staff Values

1. Faith: We stay anchored in our personal faith practices and actively engage with our church community, fostering an environment of support and spiritual growth for all.

2. Fitness: We commit to intentionally setting boundaries that promote a healthy work/life balance, encouraging regular breaks, taking vacation time, and prioritizing well-being.

3. Family: We prioritize our personal families, recognizing the importance of family connections and supporting one another in maintaining a healthy balance between work and home life.

4. Friendship: We embrace flexibility and choose to assume the best in others, building relationships grounded in grace, empathy, and open communication.

5. Finances: Matthew 6:21 reflects that where your treasure is, there your heart will be also. We place our trust in the kingdom of heaven, but live in stewardship of the responsibilities that God has established for us to accomplish. We believe that

resources are for kingdom purposes to serve, and we want to show that we are equipped to manage what is in our hands.

6. Fun: We seek out the joy that comes from the Lord that is received by knowing Him and living out our calling, trusting Jesus for the fullest life that only He can bring.