



The Chab Dai Charter: Our 15 Principles

PROTECTION: *We will strongly protect children and communities at risk, and promote the dignity and respect of all individuals.*

- 1. Develop Personnel:** Promoting the value of a balanced, holistic lifestyle as part of each individual's overall personal development, including staff, communities and children.
- 2. Respect Other's Belief:** Showing Christ's love through our action and lives; and acknowledging that people of other faiths or none are able to hold and express their beliefs and convictions respectfully and freely.
- 3. Provide Safety:** Committing to provide safety to everyone we seek to help and work alongside through, though not exclusively, the development of protection policies for vulnerable communities and children.
- 4. Promote Dignity :** Focusing on offering hope for all individuals and treating all people with dignity and respect in communities, specific programs, as well as in media and reports.

COLLABORATION: *We will commit to collaboration and the act of cultivating trust and respect within communities, churches, local government and organizations.*

- 5. Develop Partnerships:** Developing partnership with churches, organizations, communities, agencies and local government whether appropriate, in order to create an effective service for clients avoiding unnecessary duplication of resources.
- 6. Build Trust & Respect:** Trusting and respecting each member organization and their unique skills
- 7. Work Together:** Acting as part of the Body of Christ, with all functions, respecting and complimenting one another.
- 8. Share Experiences and Lessons:** Sharing our knowledge and resources within the Learning Community to raise the standard of care, and achieve our common vision.

PARTICIPATION: *We will value participation and welcome opinions and contributions from all staff, community members and children.*

- 9. Be Inclusive:** Serving and respecting all people regardless of their gender, marital status, race, ethnic origin, religion, age, sexual orientation or physical or mental capability.
- 10. Develop Potential:** Creating an environment where clients, communities, and employees are encouraged and enabled to realize their potential.
- 11. Cultivate Creativity:** Developing an organizational culture in which individuals learn from any mistakes made and where excellence and innovation are encouraged and rewarded.
- 12. Encourage Participation:** Implementing an organizational structure that fosters and encourages participation by staff at all levels in order to facilitate the fulfillment of the project's goals and missions.

TRANSPARENCY: *We will actively accept accountability and transparency from others, and commit to raising the standard of practice in Cambodia together.*

- 13. Respect Legal Registration:** Having applicable legal registration with the Royal Government of Cambodia and abiding by the requirements of the Cambodian law and implementing best practices and procedures accordingly.
- 14. Measure to Outcomes:** Setting and reviewing measurable and timed outcomes annually, and regularly evaluating and monitoring our programs and organizations.
- 15. Commit to Learning:** Recognizing the need for ongoing learning and development to increase our knowledge and responsibilities as stewards of our resources.