REBUILD HORIZONS

REBUILDING TODAY. EMPOWERING TOMORROW.

Organizational Values

Purbalingga, Indonesia | Shared standards for leadership, staff, volunteers, and partners | Proposed charter

Our guiding approach

We rebuild with care for people as well as places. These values guide our decisions, workplace culture, community relationships, and stewardship of charitable resources.

Our core values

Calm judgment. We approach challenges with composure, reason, and care. We listen, examine the facts, and solve problems without hostility or blame.

Professionalism. We communicate respectfully, arrive prepared, honor commitments, and act with discretion and reliability.

Respect and dignity. Every person deserves courtesy regardless of position, salary, or seniority. Frontline workers and support staff are valued equally.

Humility in leadership. We lead by serving, listen to criticism, credit others for their work, and never use authority to demean or intimidate.

Community partnership. We work alongside local residents, leaders, and professionals; we do not assume that we know their priorities better than they do.

Integrity and transparency. We tell the truth, disclose conflicts of interest, document decisions, and account for the funds and trust placed in our care.

Safety and excellence. We protect workers and the public, seek qualified technical guidance, and never compromise essential quality to save time or money.

Fairness and inclusion. We offer fair opportunities, reject discrimination and retaliation, and take concerns seriously regardless of who raises them.

Environmental responsibility. We preserve the natural identity of the areas we serve and favor durable, responsible improvements with long-term value.

Accountability and growth. We take ownership of mistakes, correct problems promptly, welcome feedback, and continuously improve our practices.

> **Our standard in practice**
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> These standards apply at every level, including the founder and board. People may raise good-faith concerns without fear of retaliation.