



Friendship Home Guiding Principles

We have shared principles that inform how we care for ourselves, interact with each other, support and connect with survivors and the community. These principles support our values and make our mission possible.

Friendship Home's Mission: To support, shelter and advocate for survivors of domestic violence and their children.

Collaboration

- We are open and curious with ourselves and others.
- We meet our shared goals through mutual support, true inclusion, and open communication.
- Survivors are the experts in their own lives; our role is to believe and walk alongside them.
- We join with other experts in the community.

Listening

- We honor our own boundaries and needs in relationship with others.
- We listen to hear, understand, and gain perspective of diverse experiences.
- Survivor experience informs all strategies and layers of work.
- Our community has valuable solutions.

Relationships

- It is our responsibility to care for ourselves so we can show up well with others.
- We give and receive feedback in a way that honors each other as individuals.
- Healing happens through community with others.
- We are honest, transparent, and consistent with our services, limitations, and commitments.

Safety & Confidentiality

- We are able to recognize and manage our own emotions.
- People at all levels of the organization provide and benefit from predictability, structure, and choice.
- We build trust by communicating clear boundaries and limitations to services.
- We ask for help or refer when we find ourselves in opportunities outside of our strengths and scope.

Accountability

- We know our own personal strengths, set healthy boundaries, and understand our limitations.
- All roles within the organization are intentional and valuable; follow through is essential for achieving our shared goals.
- Choice and growth includes creating space for people to make and own their mistakes.
- We engage stakeholders, funders, and community partners who demonstrate a commitment to a community free of gender-based violence.

Empowerment

- We all have the ability to build the life we want to live.
- We support people in their creativity, decision-making, successes, and mistakes.
- We can only provide the tools; survivors know the path.
- We believe a community without gender-based violence is possible.