

Flame Cambodia Organisational Philosophy

Introduction

The philosophy of Flame Cambodia reflects our core beliefs and values. It reveals what we believe and value most about people and the kind of organisation we are and desire to be, how we will work together in the future, what we want it to feel like and how Flame Cambodia will be governed and led.

Our philosophy is both real and aspirational. It's about who we are now and what we want to be more like as we move forward. It seeks to capture and reflect spirit, ethos and guiding principles that will inspire and inform our people and culture, thinking, policy and practice.

Identity statements

Vision

Slum living kids becoming leaders

Mission

We do what it takes to identify, grow and launch leaders

Core Values

- **Followers of Jesus** - embracing his truth and his ways
- **Authenticity** - humble & real truth tellers showing genuine love
- **Balance** - underwhelmed schedules & overwhelmed souls
- **Courage** - living boldly in the confidence that God is with us

We take PRIDE in how we work

- **Potential** - every person has the ability to grow
- **Resolve** - persistence and a dogged determination to not give up
- **Inspiration** - the power that fuels transformation
- **Dignity** - seeing and celebrating value in others
- **Empowerment** - building capacity for sustainable change

Philosophy

Who we are

Flame is unapologetically a Christian organisation and operates from the core belief that God has a plan for every person to thrive and contribute. That each person has God-given gifts and abilities and when these are recognized and deliberately fanned into flame, they inform the growth process and direct the individual on the journey of discovering all that God intends for them to be. We believe that the most destitute and forgotten people are by no mean excluded from this process, and they can grow and become strong leaders.

We will therefore seek to develop and model high quality governance, leadership and management that will bring out the best in people and value all people as unique and created in the image of God. Our people policies and practices will demonstrate our core values lived out in real life.

We believe that people are Flame's greatest asset and that attracting, developing and retaining the right people in the right roles at the right time creates the best opportunity to achieve Flame's mission. This requires insightful and skillful people in leadership at every level of the organisation.

We believe that our staff contribute their best when they feel valued, productive and engaged. We will therefore nurture positive relationships, create clear responsibilities and build a sense of achievement, ensuring work is meaningful, stimulating and enjoyable, that Flame is a place where people thrive.

We believe that Flame is most effective as a whole when people and teams work together collaboratively. We will therefore work to build partnerships with slum living children and their families, donors, staff and other NGOs that reflect the strengths and heart of each partner.

We believe that organisational wisdom is a critical asset as we look to the future. We will therefore reflect and pray, invite critique of our work, a willingness to hear and improve, manage our performance and resources well and model transparency, accountability and trust.

What we do

We aspire to provide support and inspiration to slum living kids and their families to dream beyond the boundaries they are constrained by and imagine a future that includes leadership in multiple levels of society including Government, Arts, Sports, Education, Health, Church and Family.

Summary

We recognize that values and alignment with our organisational philosophy cannot be legislated; it must be lived. No document can substitute for the attitudes, decisions and actions that make up the fabric of our life and work. In light of this, we strive to live out these high standards while being realistic, gracious and patient with each other.