

new horizons organizational values

The beliefs and moral principles that inspire and guide our work.

We hope for things we don't yet see.

(Matthew 17:20, Matthew 19:26)

We see promise where others see problems. We expect the unexpected because that's the way God works.

We don't have all the answers and don't pretend that we do.

(Philippians 2:3-11, Micah 6:8)

We are all on different journeys. We can't begin to understand others without knowing who they are. So we listen more than we talk and speak only after we've earned the right to be heard.

We expect change.

(2 Corinthians 3:12-17; 2 Corinthians 5:17)

Anyone can change for the good. Transformation happens when we walk together with open hearts and open minds.

We believe in second chances.

(Romans 5:12-21)

We all make mistakes. We all need grace.

We're in this together.

(Ecclesiastes 4:9)

What we do is too important to worry about job titles or status. When something needs to be done, we do it. Together.

We love what we do.

(Colossians 3:23-24)

Partnering with homeless youth isn't for everyone. But we delight in it and know we are blessed to be on this journey.

All who come through our doors are welcomed in love.

(Hebrews 13:2, Leviticus 19:34, Matthew 25:35-40)

No one is a stranger at our table. We're all part of the family of God.

new horizons core competencies

The areas of knowledge and skill that equip and compel us to do the work effectively and compassionately.

Trauma-Informed Care

- Understand how trauma impacts our young people and informs their behavior.
- Prioritize safety, trust, and transparency throughout organizational operations, decisions, and interventions.
- Implement trauma-informed consequences that promote attachment, awareness, and healing.

Positive Youth Development

- Express Care – show that we like our young people and want the best for them.
- Challenge Growth – insist that they try to continuously improve.
- Provide Structure and Support – help them complete tasks and achieve goals.
- Share Power – listen to their voices and let them share in making decisions.
- Expand Possibilities – expand their horizons and connect them to opportunities.

Culturally Responsive Service

- Be a welcoming place for all.
- Value diversity and respect the beliefs, language, interpersonal styles, cultural attitudes, and behaviors of the young people we serve.
- Understand and effectively respond to cultural differences.
- Question our attitudes and biases in our interactions with our young people.

Harm Reduction

- Accept that high risk behaviors (e.g., drug use, high-risk sexual activity, self-harm, etc.) are part of our world and work to minimize harmful effects rather than simply ignore or condemn.
- Establish quality of life and well-being—not necessarily cessation of all harmful behavior—as the criteria for successful interventions and policies.
- Provide non-judgmental, non-coercive services and resources to all, using evidence-based techniques including Motivational Interviewing.

Self Care

- Nurture the personal and spiritual journeys of staff members and youth and young adults by providing opportunities for prayer, faith sharing, and open dialogue.
- Recognize and understand the impact of secondary trauma and develop personal support and coping strategies to sustain the work of New Horizons and support healthy work habits.