



# Embracing Hope Ethiopia

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*partnering with the poor, the child and the orphan  
to see hope embraced in all of life.*

## Embracing Hope Ethiopia TEAM GUIDELINES

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Embracing Hope Ethiopia

We are glad that you are coming! We enjoy having teams come to serve and catch a glimpse of just one aspect of a spectrum of care of highly vulnerable children. Our aim is to help it be a positive experience for a team as well as for Embracing Hope Ethiopia Staff, Moms and Children. We see it as valuable because with awareness then you can be a more informed advocate on behalf of vulnerable families.

Because of the variety of backgrounds and experiences that are in motion any time we have visitors to the facility, we have come up with Guidelines for all teams. This may mean that we are asking you to follow guidelines that you would not normally follow in a ministry that is dealing specifically with orphaned children or families who are less vulnerable. Many of these guidelines are based upon our experience (and lessons we've learned the hard way) here in this neighborhood - we ask that you trust us by following them.

We request that you read these guidelines and then communicate them to your team. Below we ask for your signature that you not only have read and understand this document, but also that you have communicated to your team these guidelines and you agree to assist in your team abiding by them.

Much of this document is cross-cultural common sense. We are in a sensitive situation because we are ministering among families whom we are attempting to keep together and have them move toward sustainability. This means that we make strong attempts to discourage dependency and to encourage sustainability, while demonstrating Jesus' love on all levels to the families. We also are making attempts to avoid competition among Mothers that could easily break down attempts at building community and long-term relationships. Abiding by these guidelines while you are with us for a short time can help us in our long-term process of deepening good, strong relationships on all levels. Please understand our heart in this.

1. We do not permit the distribution of anything (including candy, toys, money, clothing, food, etc. ) directly to children, mothers or staff. Any donations can be discussed with the US Managing Director and the Ethiopia Director in advance. Donations will be distributed by local staff at a time and in a way that is deemed most appropriate. We rely heavily on donations, however we reserve the right to determine when to distribute that fits best within our project. If you require a receipt a for your donations, please let us know and we will provide one for you.
2. We do not permit money to be given to children or Mothers. If you would like to help a specific Mom or Child, please discuss with the Ethiopian Director or consider Family Sponsorship. This helps us to avoid competition.
3. We ask that you not make promises. If someone asks you for something, please

direct them to EHE Staff. Even a simply “Maybe” or “We’ll see” can be interpreted culturally as a promise.

4. We ask that you avoid complaining, even between other team members. If a complaint is overheard it can be considered an insult. If there is a problem, please discuss with your team leader and he or she can discuss with the Ethiopian Director.
5. We ask you to respect the conservativeness of the culture. This means that there is to be No smoking, drinking, coarse language or sexual discussions. Please dress modestly.
6. Please accept directives from local staff in the spirit of a servant. This is a Local Project that has over 60 Ethiopian staff members. There may be times where you do not agree with them, however please take the role of a servant and remember that you are a guest. If there are concerns, please direct them to your Team Leader.
7. All activities will be arranged in consultation with the US Managing Director and Ethiopian Director in advance. This allows us to schedule at an appropriate time in the children’s schedules.
8. If you find a child to be in a dangerous situation, please report to your Team Leader.
9. No hitting, spanking or coarse correction is permitted. Children are corrected through the use of time outs and breaks.
10. You may take photos within the Day Care Center. However, we request that you ask Mothers permission before taking their photo. Any photos that are to be posted on social media should withhold the identity of the child and also avoid any statements that would rob the family of dignity. We ask you to stay away from statements that convey “these poor pitiful children, etc.” Please do not post photos of naked children or mothers with breasts exposed. All photos are for your personal use only and are not to be sold, published or distributed without permission, but may be used to increase awareness in church settings or in personal social media.
11. We request that you refrain from making any statements on blogs, newspapers, social media (including Facebook) and other public venues that speak poorly of the Ethiopian government, Ministry of Women, the culture or the area. These comments can jeopardize our project.
12. If you have questions, concerns or comments, we ask that you would engage us directly with them. We believe that direct, clear communication is the Biblical model for the sharing of hearts.
13. Please arrive on time. This helps us to maintain staff and childrens’ schedules.
14. If you are with us for a longer time and wish to leave a tip for the Cooks please talk with the Ethiopian Director. They will be able to help facilitate. Please do not tip the staff directly, because this can create the wrong perception of our guests and why you are here.
15. Typically we only schedule teams to come Monday through Friday between the hours of 8:15 am and 1 pm. From 1pm until 3pm at the Day Care and 1pm to 2pm at the School is a Quiet Time / Nap Time for the children. You are welcome to stay with us over those hours, but we will not have any activities for the children.
16. We request that nothing (candy, toys, money, etc) be handed out in the neighborhood around the project. This activity reinforces a dependency on foreigners that has lasting effects after your team has left the area. We know it is hard when you see someone in need, but please trust us on this one and join us in breaking dependency cycles.
17. At least 24 hours notice is required for a visit to The Day Care Center or School.
18. It may be possible for our Kitchen to provide you with lunch for your team. However, we do ask a very reasonable contribution to cover the cost. We also require 72 hour notice so that our Kitchen Staff can prepare.

**A couple of further notes for you & your team:**

1. We always can use donations. Typically we are in need of clothing, vitamins, formula, and childrens' books. Please contact us and we can provide you with specific sizes, needs, etc. We love the fact that teams bring blessings with them that can be difficult (or expensive) for us to purchase here. You help us to be able to better serve the children and their Moms.
2. Our Whole Program is funded through Family Sponsorships, which will be mentioned during the tour. Please prayerfully consider joining with others in the sponsorship of a family...and in spreading the word to others. We have tools you can take with you to spread the word. This can help your time in Ethiopia to continue to have a lasting impact long after you have gone. **This is our largest need that allows us to keep serving these families.**
3. We like to challenge teams coming through EHE to consider giving back. As a team you will experience Ethiopia and you'll have some good stories to take back with you. However, we believe that this investment you have made is an investment that God desires to use to make a longer term impact than the time you spent here. Now that your eyes will be opened to the poor as well as issues such as orphan prevention, we ask you to advocate on behalf of organizations such as EHE. The biggest barrier to organizations such as ours being able to serve the huge need in front of us is lack of resource. Many organizations are filled with staff who have hearts to serve with Jesus' love 365 days per year. in their own culture. We also ask you to consider raising the same amount of money that you spent to come to Ethiopia and direct it towards an organization working among the poor.
4. Please have your driver arrange directions in advance by 0922 518397 (EHE Office Number).
5. Please let us know in advance if you have team members who have special skills. We are always looking for ways to better equip and train our staff. Those who have Medical, Education, Early Childhood Development, Community Development or Micro-Enterprise experience are huge in helping us to better equip our staff.

I understand and agree to abide by the above guidelines. I also agree to share these guidelines with my team and ask for their agreement to them. I will assist in my team abiding by these guidelines during our stay with Embracing Hope Ethiopia.

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Name

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Signature

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Date