

WHAT HighbANKS IS ALL ABOUT



Organizational Culture Touch-points at Highbanks How we live our values

Rule of Presence

When our client/residents are present in our communal spaces, our focus remains firmly on them. We know that authentically being in the day-to-day moments with our clients greatly improves dignity and self-determination.

Working in Service of Families

It is a privilege and sacred calling to work in the promotion of health and wellness of the families we serve. We are held to, and embrace a higher standard for ourselves and each other.

Whatever it Takes

We are nimble, and generous. We try our best not to make fear-based decisions. Our duties are fluid and changeable as circumstances ebb and flow.

Teaching Through Relationships

We provide a loving, supportive and accepting environment where residents can feel safe and comfortable to work through the natural consequences of their actions.

Agency and Accountability, Rights and Obligations

We promote the rights of the individual, and our obligation to each other in equal measure.

Radical Hospitality

Above all, we are welcoming. The kettle is on, the coffee is hot, and there is always room at our table. Nurturing exists in the act of feeding. Everyone is important. Everyone belongs.

Intentional Joy

We are deliberate about making room for fun in our work. We look for opportunities to celebrate the successes and be together in challenges.

Opportunities for Reciprocity

We know that the giving and receiving of charity are in equal parts the best measure of our collective humanity.

Dignity of Risk

We embrace responsible risk taking. We take chances. We make mistakes and we learn from them. We support each other to ensure our reach always exceeds our grasp.

Goodness of Fit

We love children. We love women. We believe in and support the strength, and resiliency of Mothers and their contributions to a good and just society.

Story Imperative

We embrace the power of the story, our individual stories and the story of our collective. We all own our individual stories. We promote the first-person narrative, and ensure that we are sensitive to the importance of individual voice.

Advocacy and Social Justice

We know that the development of strong, healthful, vibrant and diverse communities are contingent on bringing forth the gifts of the people we serve. Our communities are indeed bereft without them.