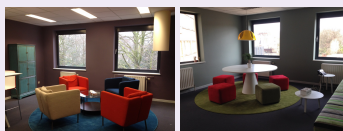


### Outside vs. Inside



### Meeting rooms



### Place for Children to Play



### 3. Structure Your Organization



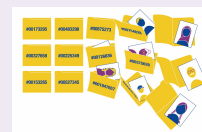
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### Structure

- Strategic Plan
- Processes
- Describes roles
- Decision Structure and leadership
- Script



### 4. It's Not Only About Numbers, It's About People



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### We - culture

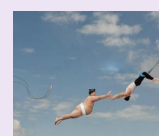


### Shared Values



- Work Together
- Client focused
- Integrity
- Safety first
- Transparency

### Trust



- 'Talk the Talk
- Don't misuse information
- Openness
- Ventilate
- Quick Wins
- Helpfull
- Mercyfull

### Humor & playfulness



- How do you measure humor?

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### 5. Communicate, communicate, communicate



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### Communication is key to growth

INSIDE  
Engagement  
Sharing  
Talk the same talk

OUTSIDE  
Visibility  
"Selling"



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### 6. Offer services

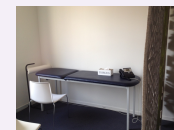


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### Empowerment – resilience training



### Medical Examination



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### Peergroups & volunteers



### Hope for the Children




### 7. Provide safety




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- Universal Human Right
- Protected from Harm
- Condition for aid, trauma processing and hope.
- Hope > Well Being



THE OSCAR NOMINEE  
**SAFETY FIRST**  
...HOPEFUL. RESISTANT. AND FEARLESS...

### 8. Financing and Funding = Opportunity



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### Governmentfunding

- Infrastructure
  - Location
  - ICT
- Staff
  - Coördination
  - Police & Justice
- Projects



### Private/non-profit

- Staff
  - Social workers
  - Counsellors
  - Therapists



### Private/Community

- Corporate business
- Services clubs
- Sponsors
- Decoration
- Training



### 9. Be Creative



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### Be inspired by the clients!



They have the best notion of what you need to change in order to serve them better...

### Don't stop to dare!



«When you throw seeds in the wind, you will make the sky bloom»

A performing organization is not your goal. Your goal is to stop violence!  
That's why you'll keep throwing seeds, as a passionate and creative leader...

### 10. Keep On Growing



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### Change from outside



- Social Dynamics
- Elections
- Reorganisations
- Cutbacks
- Investments

### Change from inside



- Sharing Information
- Knowledge & expertise
- New Insights
- Downfalls
- Successes

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### 10 steps to build a Family Justice Center

1. Dream Big, Start Small
2. It's not only about the building, it's about the cooperation
3. Structure your cooperation
4. It's not only about numbers, it's especially about people
5. Communication
6. Services
7. Safety
8. Financing and funding
9. Be Creative
10. Keep on growing

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Thank you for your attention!!



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