



DIACONAL MISSION STATEMENT



STIFTUNG
ANSCHARHÖHE
EPPENDORF



**SURELY SAFE.
DEFINITELY DIVERSE.**

Dear colleagues,

What makes the *diaconal Stiftung Anscharhöhe* tick?
What does it mean to do our work in today's world?

We have tackled these questions thoroughly in numerous workshops, discussions and working groups. Together, we described what defines us as a Foundation, what guides us and how we put our mission into action in our everyday work. In this process, we were supported by the Diakonisches Werk Hamburg.

The result is: our *mission statement* – a shared understanding that honours our roots and provides orientation for the future. This is our common understanding of 'diaconal': *living charity, taking responsibility for one another, and the professionalism and quality of our work* – founded on empathy, openness and the joy of diversity.

For 140 years now, Anscharhöhe has been a place where people are there for each other. This attitude shapes us – yesterday, today and tomorrow. This mission statement reminds us why

we do what we do – and invites us to keep this spirit alive in our work.

I would like to thank everyone who contributed to this process for their time, their ideas and their commitment. Let us work together to ensure that this mission statement is not just a piece of paper, but can be felt in our community everyday.

Now please enjoy reading, discovering and recognising your contributions!



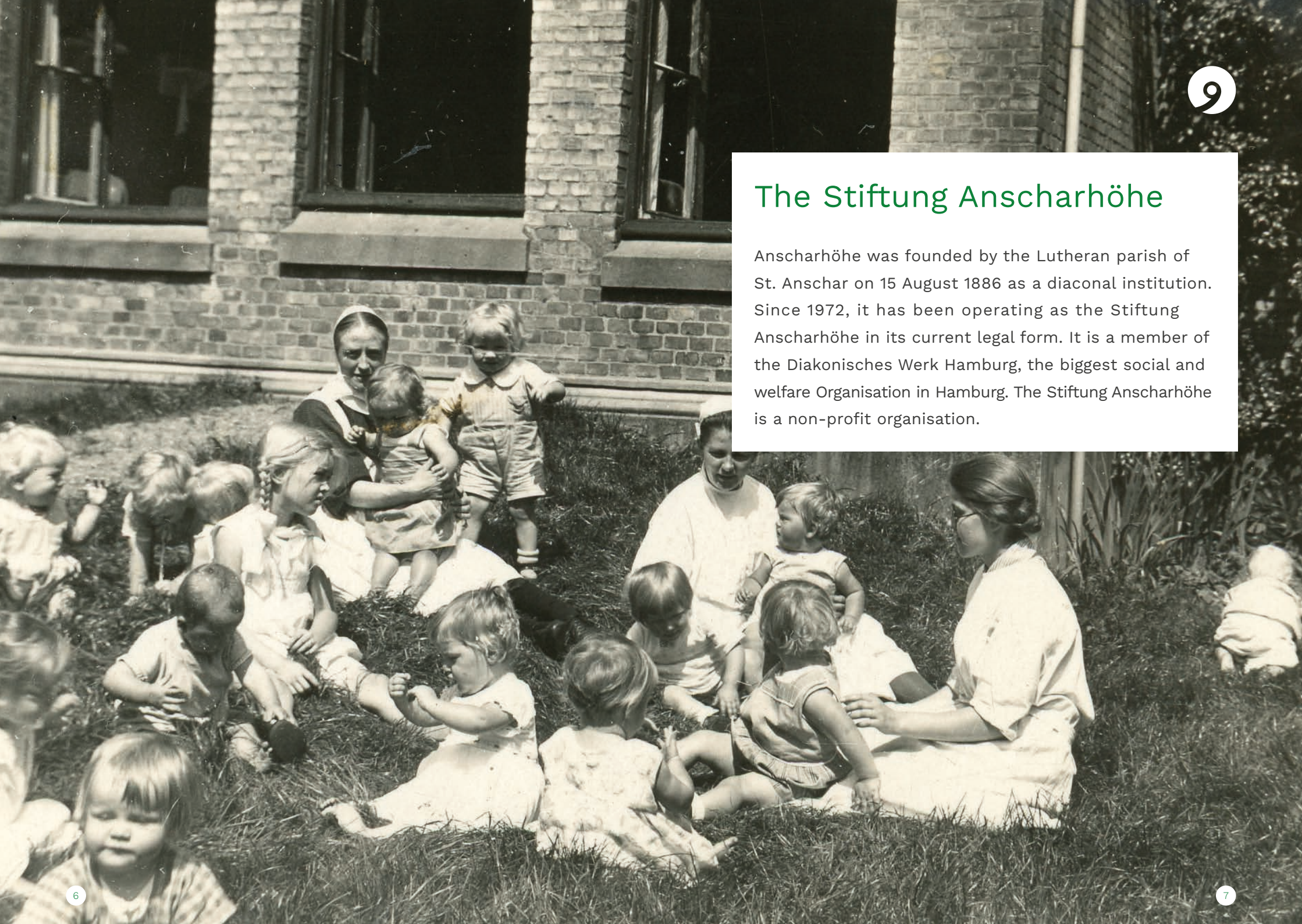
Ihr *Tobias Nowoczyn*

Tobias Nowoczyn,

Chair of the Board of the diaconal Stiftung Anscharhöhe

The Stiftung Anscharhöhe

Anscharhöhe was founded by the Lutheran parish of St. Anschar on 15 August 1886 as a diaconal institution. Since 1972, it has been operating as the Stiftung Anscharhöhe in its current legal form. It is a member of the Diakonisches Werk Hamburg, the biggest social and welfare Organisation in Hamburg. The Stiftung Anscharhöhe is a non-profit organisation.



// THE STIFTUNG ANSCHARHÖHE

The approximately *280 employees and 60 volunteers* promote inclusion and participation for people with and without disabilities:

- For the elderly outpatient and inpatient care at the Carl-Ninck-Haus, as well as assisted living.
- For people with disabilities several shared accommodations for children, youngsters and adults, family assistance, outpatient assistance and a day care centre in Hamburg-Niendorf.
- Our „Quartiersarbeit“ opens up the Foundation to the neighborhood.
- All this is supported by a technical and an administrative team.



This is how we do it:

Through neighbourhood work, volunteers enable senior citizens from assisted living facilities and the Carl-Ninck-House to enjoy outings in the fresh air and thus participate in life in the neighbourhood.

DIACONIA GUIDES AND STRENGTHENS

US IN A CHALLENGING WORLD.

We live in turbulent times: global tensions, the rise of extremist forces, economic challenges, the climate crisis and fears about the future, discrimination against minorities, the feeling of being left behind – all of this can feel demanding, even overwhelming.

// DIACONIA GUIDES AND STRENGTHENS US
IN A CHALLENGING WORLD.

Since its inception, the Stiftung Anscharhöhe has been committed to helping people, *even in difficult times*. Diaconal service is our mission, our motivation and the source of inspiration for our actions. Through our work, which focuses on the individual, we also contribute to *promoting the common good*.

Our *Christian roots* continue to strengthen us to this day. Our Foundation is based on the belief that every human being is equally precious and has inviolable dignity. At the same time, the people who live and work at the Foundation draw strength from different religions and world views, cultural backgrounds and life experiences. *Together, we act in the spirit of Diaconia, making sure that the Stiftung Anscharhöhe is a safe place for everyone*. A place where people can develop freely, individually and jointly. Where they experience the diversity of life, and feel respect and charity – and where they feel validated and not marginalised.



// DIACONIA GUIDES AND STRENGTHENS US
IN A CHALLENGING WORLD.

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This is how we do it:

Since its foundation, Anscharhöhe has been caring for disadvantaged and neglected people. It has offered support and a home to children and young people who have been marginalised, primarily because of their behaviour.



DIVERSITY IS AT THE

HEART OF OUR IDENTITY

The Stiftung Anscharhöhe loves and embraces diversity in every respect: ethnic and cultural, in terms of religions and world views, genders and sexualities, lifestyles and age groups, social and educational backgrounds, people with and without disabilities. All of this constitutes who we are as a Foundation.

// DIVERSITY IS AT THE
HEART OF OUR IDENTITY

The Stiftung Ansharhöhe opposes all forms of discrimination, racism, violence and misanthropy. The *Foundation's openness* to all people does not include those who fundamentally question the rights and obligations of a free society, the rule of law and the democratic constitution of Germany, as well as the core principles of the Diakonie and the Stiftung Ansharhöhe.

With our *belief in the dignity and equal value of every human being*, we rise to the challenge of living diversity on a daily basis. We deal with conflicts. Based on a respectful and honest exchange, together we develop lasting *solutions that transcend existing boundaries*.

Because the diversity in our community supports and strengthens us and our neighbors, fills us with meaning, promotes joy and quality of life.



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This is how we do it:

An employee initiates and organises a Turkish afternoon at the Carl Ninck House, bringing cultures together.

WE SUPPORT
PEOPLE – WITH

QUALITY,
PROFESSIONALISM
AND EMPATHY

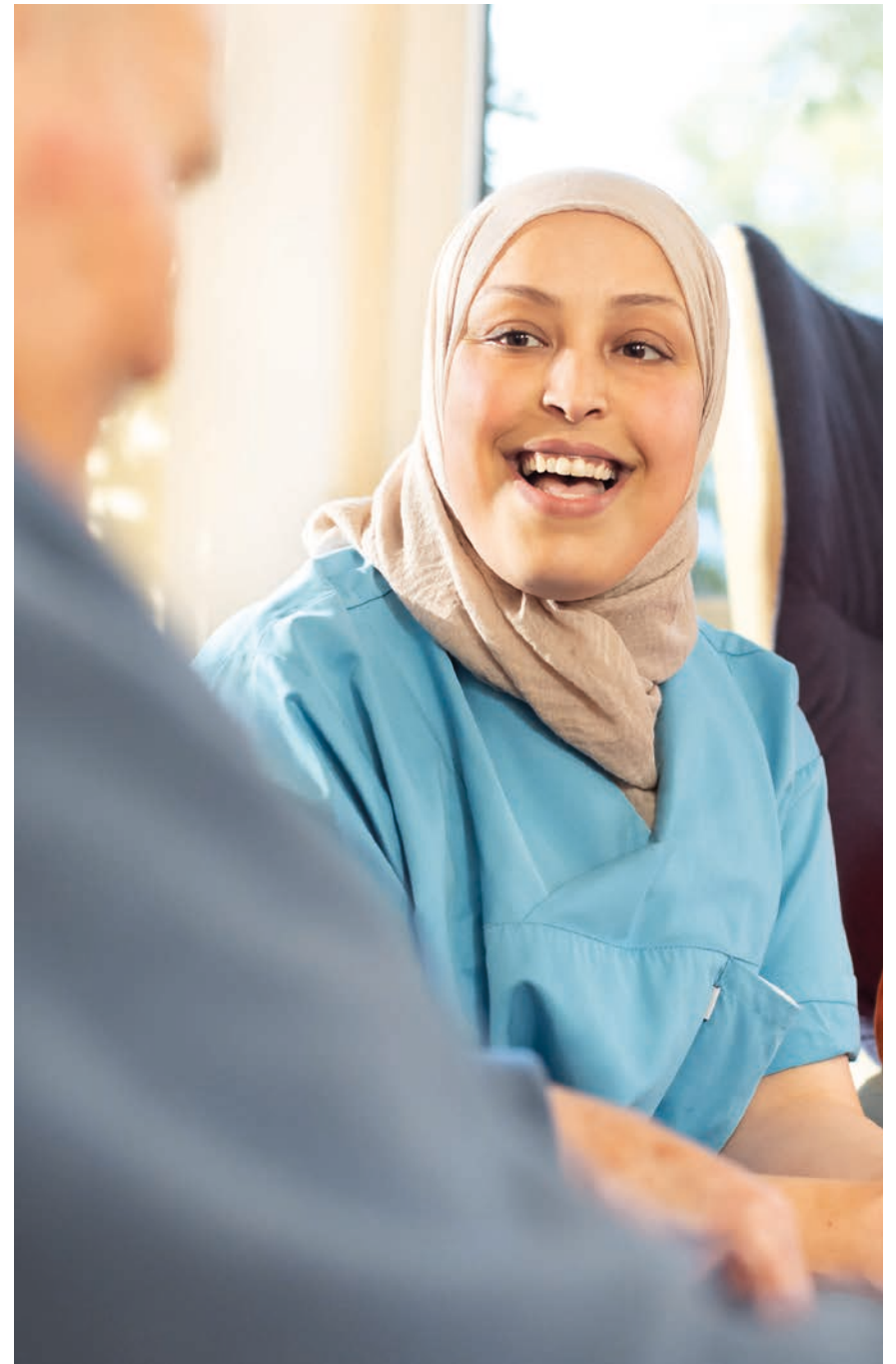
The Foundation's mission, purpose and goal are *equal participation and inclusion of all*. Through our work, we aim to achieve the highest possible level of self-determination, self-efficacy and equality. It is important to us to involve clients and employees alike in the Foundation's creative processes.

// WE SUPPORT PEOPLE – WITH QUALITY,
PROFESSIONALISM AND EMPATHY

As a Foundation, we are here to help, even when life gets difficult. Our employees support our clients with dignity and respect, with expertise and experience, with professionalism, empathy and joy.

The Stiftung Anscharhöhe is treating its employees with *appreciation and respect*. It offers them challenging and meaningful work, as well as training, health services, job security and fair compensation.

We are a village in the middle of the city that is open to our neighbourhood: the beautiful park with its artwork and playgrounds, as well as the strong communal spirit make Anscharhöhe *a place of comfort* and a safe space for everybody.



// WE SUPPORT PEOPLE – WITH QUALITY,
PROFESSIONALISM AND EMPATHY



This is how we do it:

As an outpatient care provider, we time our visits with our clients' needs in mind, and we travel by e-bike. This way we do not waste time in traffic or looking for parking spaces, but arrive at our clients' homes reliably and on time.

WE TAKE
RESPONSIBILITY –

FOR OTHERS AND FOR
OURSELVES

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The Stiftung Anscharhöhe takes responsibility

- for the people who place their trust in us,
- for our employees,
- for the professional quality of our work,
- for developing and nurturing our community.

We are convinced that everybody who lives and works here contributes to the success of our very special place. We all carry responsibility for ourselves, for our work, for our coworkers, and for the people entrusted into our care. The *combination of caring for others and caring for ourselves* is fundamental to our diaconal approach.

To ensure that diversity, participation and inclusion are achieved, the Stiftung Anscharhöhe provides *structure and guidance, reflection and dialogue*. We are aware of the tension between the challenges of our day-to-day work and the standards agreed upon in this mission statement. We address and work on this tension in order to maintain our ability to always support people in the diaconal manner described above – and thereby to live up to our own standards.



// WE TAKE RESPONSIBILITY –FOR
OTHERS AND FOR OURSELVES



This is how we do it:

In the participation support services, our employees enable clients to join in life and develop their potential in a protected environment. As everywhere at Anscharhöhe, caring for oneself is also part of this: this is how we take responsibility – together for others and for ourselves.



The diaconal mission statement was jointly developed by employees and management of the Stiftung Anscharhöhe with the support of the Protestant Profile Advisory Service of the Diakonisches Werk Hamburg in 2025.

Stiftung Anscharhöhe

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Stiftung Anscharhöhe Eppendorf

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