

OHRA Staff Leadership and Management Functional Structure

The **ORPE-HRA Staff Leadership and Management Functional Structure** represents a faith-based, ethically grounded governance framework designed to guide all organizational operations and programs toward restoring human dignity as a divine mandate. It establishes clear hierarchical and collaborative relationships that balance **spiritual authority, institutional accountability, and humanitarian service**.

1. Governing Leadership Level

This tier provides *spiritual and moral oversight* and ensures the organization remains aligned with divine and humanitarian law. It includes:

- **International Governing Council (IGC)** – The supreme decision-making body responsible for strategic vision and doctrinal guidance.
- **Board of Trustees** – Ensures legal, ethical, and financial integrity in accordance with international human rights standards.
- **Spiritual Advisory Council** – A body of faith elders and moral guardians who provide spiritual discernment and moral direction.
- **Executive President / Chief Humanitarian Officer (CHO)** – The principal executive leader who implements governance decisions and represents ORPE-HRA globally.

2. Executive Management Level

This tier translates doctrine and policy into strategic and operational action across all departments. It includes:

- **Deputy Executive Director (Operations & Programs)** – Oversees regional operations, ensuring doctrinal and humanitarian coherence.
- **Director of Faith-Based Humanitarian Programs** – Integrates faith and service through programs rooted in compassion, justice, and restoration.
- **Director of Advocacy, Policy, and Human Rights Protection** – Leads campaigns and policy engagement to promote truth and equity.
- **Director of Institutional Development & Partnerships** – Builds partnerships and maintains solidarity with external allies.
- **Chief Financial & Administrative Officer (CFAO)** – Manages stewardship of finances and resources with integrity.
- **Chief Communications & Public Engagement Officer (CCPEO)** – Oversees ethical communication, media relations, and advocacy visibility.
- **Director of Human Capital and Leadership Development** – Ensures leadership growth, staff welfare, and ethical formation.

3. Program and Field Management Level

This operational level translates strategy into action across national, regional, and community programs. Key offices include:

- **Regional/National Program Directors** – Manage local projects and partnerships ensuring equity and human dignity.
- **Program Managers** – Oversee thematic areas such as health, justice, education, and reconciliation.

- **Monitoring, Evaluation, and Learning Officers** – Ensure transparency and measure program impact.
- **Community Engagement Officers** – Foster local partnerships and empower communities.
- **Interfaith and Peacebuilding Coordinators** – Facilitate unity and reconciliation through dialogue and collaboration.

4. Advisory, Accountability, and Audit Structure

Ensures ethical integrity, transparency, and accountability in all organizational dimensions:

- **Internal Audit and Accountability Office (IAA)** – Monitors financial and operational accountability.
- **Ethical Oversight & Whistleblower Committee** – Protects ethical governance and staff integrity.
- **Donor and Stakeholder Accountability Forum** – Promotes open, transparent engagement with supporters.
- **Spiritual Renewal and Leadership Formation Council** – Guides moral growth and spiritual renewal among staff.

5. Field-Level Community Structure

The grassroots base of ORPE-HRA that embodies its divine-human mission:

- **Community Human Rights Advocates (CHRAs)** – Volunteers implementing local justice and dignity programs.
- **Local Faith and Civic Leaders Network** – Coordinates community mobilization and spiritual advocacy.
- **Youth and Women Empowerment Committees** – Advances inclusion, gender equality, and leadership development.
- **Community Development and Reconciliation Teams** – Drive peacebuilding and restorative justice at the local level.

6. Doctrinal and Functional Integration

Across all levels, the structure operates on six core doctrines:

- **Faith in Action**
- **Servant Leadership**
- **Transparency and Stewardship**
- **Community Empowerment**
- **Restorative Justice**
- **Accountability to God and Humanity**

In essence, the ORPE-HRA leadership and management framework is both a moral compass and an operational map blending divine governance, ethical administration, and humanitarian professionalism to ensure that every decision and program advance *truth, justice, compassion, and the restoration of human dignity worldwide*.