

SUBJECT: VISION, MISSION, PHILOSOPHY, AND VALUES

EFFECTIVE
DATE: 09-15-11 (replaces 01-07-11)

APPROVED BY:

Reviewed (no changes): _____

Executive Director

POLICY

The purpose of this policy is to define the vision, mission, philosophy, and values of McIntosh Trail Community Service Board. They were developed by senior managers, with input from all levels of managers and staff and approved by the agency's governing board.

Vision:

The vision of McIntosh Trail Community Service Board is to promote and support community cultures in which those who have or experience disabilities are visible, valued, participating, and contributing members.

Mission:

The **mission** of McIntosh Trail Community Service Board is to offer individuals experiencing symptoms associated with mental illness, addictive disease and/or developmental disability the hope for optimal functioning by providing quality behavioral health services and supports.

Values:

The values by which we work together toward achieving our aim are:

1. **Person-Centered:**
To respect and respond to the dreams, needs, and values of each individual. We will acknowledge and encourage individual, family, advocate and staff input to create and customize an individually responsive system.
2. **Creativity:**
To have the freedom to envision possibilities with boundaries. We will utilize resources with individuals that are innovative, versatile, and flexible.
3. **Interdependence:**
To cooperate with trust, reliance and shared respect. We will promote teamwork by recognizing and supporting the strengths and resources of our individuals, families, advocates, and staff as we strive to create a seamless service system.
4. **Effectiveness:**
To improve quality and accomplish desired results. We will support individuals in learning self-management skills to be successful in living, learning, working, and socializing in community environments.

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POLICY (Continued)

5. Caring:
To respond with compassion. We will be kind, patient, and sincere while listening to and supporting the needs, dreams, and diversity of individuals.
6. Integrity:
To be true to our vision and values. We will consistently strive to be models of honesty, sincerity, dependability, and loyalty. We remain accountable for our commitments to individuals, the community, and each other.
7. Excellence:
To continuously improve through professional and personal growth. We will expand our knowledge and skills to anticipate and meet the needs of individuals we serve and exceed their expectations.

Philosophy:

The philosophy of McIntosh Trail Community Service Board is built on our theory of service delivery: we believe that when we deliver services to people in ways that promote and protect valued experiences, support them in controlling their own lives and pursuing desirable personal futures, then we will be achieving our aim (vision). Our vision is anchored in: 1) the principles of normalization which advocate for the liberation from constraints that prevent people with disabilities from fully participating in community life (Wolfensberger, 1993); 2) House Bill 100 principles of consumer choice and consumer involvement in services, as well as the importance of a comprehensive and adaptive system of supports being available for consumers and their families; 3) a belief that community-based services provide access to relationships and resources that enhance consumer participation and inclusion in their own communities.

The mission statement is reviewed annually, during the agency's strategic planning process.

Methods utilized to communicate the vision, mission, values, and philosophy can be found in the Organizational Plan under Vision, Mission, Philosophy, and Values.