

### Organizational Values

The following values guide Alternatives to ensure congruent actions in accomplishing Alternatives' mission:

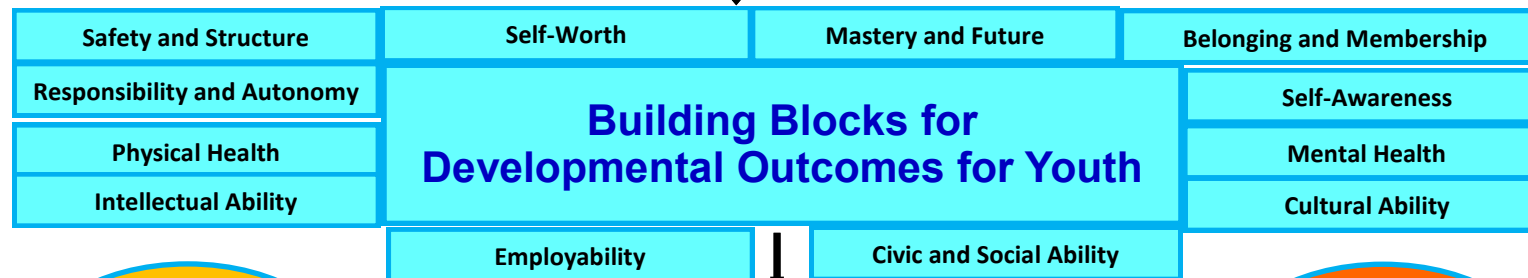
- Young People:** Commitment to a deep belief in the inherent strengths and giftedness of young people.
- Creativity:** Belief that all humans have an intrinsic need to create, and such expression is essential for mental and developmental health.
- Spirituality:** Recognition that there is a power greater than ourselves that can inspire and inform each person's inherent longing for deep connection, meaning, and purpose.
- Service:** A spirit of giving and selflessness from which we derive our inspiration and commitment to improve the world.
- Harmony:** Commitment to create a respectful, safe and nonjudgmental space for youth and adults to engage in authentic conversation regarding themselves and their beliefs.
- Learning:** Commitment to continual growth of self and the professional competencies of youth development
- Interdependence:** Belief that it is a necessity to work collaboratively with others to accomplish Alternatives' mission.



**Vision:** Healthy, Principled and Creative Young People Valued as Members of the Community

**Mission:** Inspire the inherent potential of youth and the adults who work with them.

**Focus:** Positive Youth Development—Supports, Opportunities, Services



### Organizational Guiding Principles

- Foundational Theoretical Frameworks
- Research and Development
  - \*Anthropological Curiosity
  - Integrating Theory to Practice
- Organizational Culture
- Staff Valued as Resources
  - Intentional Professional Development
  - Intentional Development of Highly Functioning Team
- Strategic Partnerships
- Collaborative Leadership
  - Advocacy
  - Scanning Community for Need and Opportunities
- Sustainable Funding
- Leveraging Resources for Collective Impact
  - Braided Funding Streams
- Quality Improvement
- Evaluation
  - \*Ongoing Qualitative Assessment
  - \*Independent Quantitative Analysis

