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

Building Blocks for Developmental Outcomes for Youth

- Safety and Structure
  - Responsibility and Autonomy
  - Physical Health
  - Intellectual Ability
- Self-Worth
  - Responsibility and Autonomy
- Mastery and Future
  - Physical Health
  - Intellectual Ability
- Belonging and Membership
  - Self-Awareness
  - Mental Health
  - Cultural Ability

Creating Partnerships

- City of Newport News—STEP
- Hampton City Schools
- Newport News Public Schools
- City of Hampton/Youth Commission

Progression of Development of Outcomes

Pre K-Elementary
- Identification of Feelings
- Problem Solving
- Identification of Healthy Choices
- Forming Friendships
- Appreciation of Differences
- Calm Down
- Coping
- Emotional Regulation (Mindfulness)

Elementary-Middle School
- Conflict Resolution
- Teamwork
- Cultural Diversity
- Consequences of Unhealthy Choices
- Exploration
- Creativity
- Sense of Self (Multiple Intelligences)
- Application of Academic Learning

High School—Young Adults
- Youth/Adult Partnerships
- Civic Engagement/Service
- Youth in Governance
- Service Learning
- Leadership Skills
- Presentation/Facilitation Skills
- Workforce Development Skills

Leadership Skills

Adult/Community
- Youth/Community Organizing
- Policy Advocacy
- Facilitate Community Conversations
- Facilitate Connections
- Training and Technical Assistance

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
- *Ongoing Qualitative Assessment*
- *Independent Quantitative Analysis*