

CVS POLICY & PROCEDURE MANUAL

Policy Area:	Leadership and Governance
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Policy # & Policy Name	2.1 Mission/Vision, Values & Organisational Ends
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Group:	Board, Staff, Volunteers
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Purpose:
To state the purpose, activities and values that guide CVS staff, volunteers, consumers, families and others involved with the organization.

Policy Statement:
Board and staff, volunteers are expected to support the mission/vision, values and Organisational Ends of CVS in their interactions with individuals served and their families.

Practice Standards:

1. Review annually to ensure the needs and interests of consumers and families are reflected.
2. Consider the needs of stakeholders.

Best Practices:

1. Use plain language that is accessible for individuals with disabilities.

Policy Audit:	Board Governance Policy, Board Work Plan and Minutes
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Date Issued:	March 2004
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Date Revised:	
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Position Responsible:	Executive Director, Board – Annual Policy Review
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References:	Mission, Values and Vision Statement 2004 (*attached) Board Governance Policy (attached)
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Community Ventures Society

Our Vision & Mission

Our vision is an inclusive community that equally values all its members.

We will pursue our vision by engaging all community members in mutually supportive relationships.

Our Values

- We believe that one person can make a difference in building a community and in the life of another person.
- We value relationships, dignity, quality, competence, excellence, flexibility, creativity, integrity and diversity.
- We respect the privacy of participants, employees and organizational information.
- We are committed to truth, fairness, equity and respect for participants and their families, ourselves, our colleagues, and those with whom we are in contact.
- We are committed to developing and demonstrating our own leadership, within the organization and within our communities.
- We support the role of advocacy in the pursuit of inclusive communities.
- We believe that in supporting individuals, we must support their families and communities.

Organizational Principals

- We are committed to keeping current by reviewing research detailing “best practice”.
- We comply with applicable laws, statutes, regulations and contractual obligations and take a professional approach to financial reporting and the integrity of transactions and records.
- We respect that we are entrusted by the public to ensure that public funds are spent wisely, that no conflict of interest exists or is seen to exist, and that people with whom we have a relationship are not placed at undue risk.
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CVS POLICY & PROCEDURE MANUAL

Organisational Ends

Our expected outcomes are as follows:

Individual

- People's strengths and capacities are identified as foundations for continuous growth.
- Freedom, a sense of belonging, and interdependence within the community are supported and encouraged.
- People feel they are served as individuals who have a right to quality service.
- Opportunities for friendships and relationships are facilitated, supported and encouraged.
- People's right to be heard and have their preferences respected is honoured.

Family & Support

- Families are recognised and supported as primary resources for their supported family members(s).
- The participation of families and friends in planning is welcomed and supported.

Community at Large

- The community is informed about the importance of relationships, reciprocity and contribution. The development of relationships between other community members and persons with disabilities is facilitated.
- Government policy makers and funding bodies are informed on service needs, concerns, and priorities and, where necessary, advocacy is the path.
- The Board invites and facilitates input from participants, families, and the community to address their needs, concerns and priorities.
- Our interactions demonstrate our commitment to an inclusive community.