

## 101 Mission

*Adopted: 4-11-1986*

*Current Revision: 04-27-2022*

To positively affect the quality of life of individuals with Cerebral Palsy and other developmental disabilities through the provision of direct services, community education and by empowering self-advocacy.

## 102 Vision

*Adopted: 1-24-1998*

*Current Revision: 04-27-2022*

All individuals with development disabilities will have every opportunity to live life to the fullest.

## 104 Core Values

*Adopted 1-28-1998*

*Current Revision: 4-27-2022*

The following values represent the beliefs and guiding principles, which the Board of Directors and employees of United Cerebral Palsy of Northwest Missouri hold in common and agree to put in action as a part of their employment and affiliation with the organization. These core values will be present and serve as a guide as we work with individuals receiving services from UCP, their families, fellow coworkers, members of the Board of Directors, and the community as a whole. We firmly believe in:

**PEOPLE:** We see people as individuals and appreciate each of our unique perspectives and obstacles; we strive to cultivate a welcoming environment for all.

- **INCLUSIVITY**
  - Demonstrates inclusive, welcoming attitude toward all individuals and audiences in daily work.
- **COMMUNICATIONS**
  - Practices effective communication (verbal, nonverbal, written), in effort to facilitate mutual understanding.

**SERVICE:** We serve our consumers, our community, and each other in all that we do.

- **ATTITUDE**
  - Demonstrates a service-oriented attitude toward consumers, coworkers and community.
- **DEPENDABILITY**
  - Responds appropriately to supervisors and supervisory practices in general.
  - Serves as a valued team member to individuals in the department and the overall agency.
  - Demonstrates reliability for completing required tasks and projects in a timely fashion.
- **LEADERSHIP**
  - Consistently models and mentors the valued behaviors of the organization for coworkers
  - Demonstrates leadership by facilitating task or project completions through the skills, expertise, or resources of others.

**INTEGRITY:** We speak truthfully and sincerely; we make ethical decisions in our daily work.

- **ETHICS**

- Demonstrates a commitment to honest, transparent communications and work practices.
- Employs sound judgment to arrive at ethical conclusions in daily work.
- Demonstrates compliance with organizational policy and procedure.
- Maintains up-to-date organizational compliance training record as outlined by policy and procedure.

- **ATTENDANCE**

- Adheres to agreed-upon work and break schedule.
- Demonstrates adherence to and alignment with punctuality and absenteeism policies.

**EXCELLENCE:** We perform to the best of our abilities in all that we do, to earn the trust of our consumers, coworkers and community.

- **ADAPTABILITY**

- Demonstrates willingness to adapt to changing work environment (job assignments, methods, personnel or surroundings).

- **ENGAGEMENT**

- Identifies and completes required duties with an eye for quality and timeliness.
- Demonstrates positive engagement with daily work and job requirements. (May include accuracy, attention to detail, neatness of work, need to re-do work, orderliness or work place.)
- Willingly shares new ideas for improved work processes or practices related to an individual role, or the organization.
- Maintains up-to-date job training or licensure required for individual role.