



COMMUNITY SOLUTIONS AGENCY VALUES

As a community-based organization we recognize that our collective “we” includes not only our leadership teams, staff members and clients but also our partners, donors, volunteers, board members and supporters. The following values represent who we are and what we believe in. They guide the work that we do and guide our interactions with each other and the larger world.

RESPECT: We affirm the dignity, potential and contribution of our clients, staff, partners, donors, volunteers, board members and community. We actively welcome and respect cultural diversity. We consistently adhere to respectful interactions at all times, using our words intentionally. We support each client to establish and pursue their own life goals.

INTEGRITY: We act consistently with our mission, being honest and transparent in what we do and say, and accept responsibility for our collective and individual actions. We adhere to firm principles of moral, ethical and professional standards.

EXCELLENCE: We continually challenge ourselves to the highest levels of performance and learning in order to achieve the most effective service to our community. We commit to continuous quality improvement and data-driven decision making. We hold each other accountable to these principles and support one another in adapting to change.

COMPASSION: We value, support and celebrate each individual who constitutes our collective team. We hold each other in high esteem, and wholeheartedly engage each other and those we serve with kindness. We strive for meaningful work-life harmony and support self-care.

CELEBRATION: We collectively build a positive, strength-based culture. We celebrate our individual and collective successes and accomplishments. We strive to build hope and uplift one another. We have fun and laugh together.

INITIATIVE: We seek innovative solutions to the complex challenges our community faces. We use effective change management and project management skills to ensure we are responsive, timely and efficient. We build on the strength and resiliency of our collective team to address these needs.

UNITY: We value personal connection and foster genuine and trusting relationships with one another. We are collectively determined to achieve our mission, vision and shared goals. We wholeheartedly engage in strength-based, solution-focused problem solving. We share knowledge, resources, and skills to serve our clients and community with continued excellence.