****Extend-A-Family Waterloo Region

# MANDATE, VALUES AND PRINCIPLES

**MANDATE AND MISSION**

Extend-A-Family Waterloo Region champions an inclusive community for all by working with people with disabilities, their networks and the broader community.

**VISION STATEMENT**

We envision a community where everyone belongs and is valued for their contributions.

**STATEMENT OF VALUES AND PRINCIPLES**

We Believe....

1. **Anti-oppression:** We ensure that all initiatives of EAF are inclusive and engaged with respect to all facets of anti-oppressive practice: culture, race, class, religion, ethnicity, ability, age, sexuality and gender.
2. **Citizenship:** We regard citizenship in its broadest sense in that everyone has responsibilities, places and spaces in community where they can contribute their gifts in meaningful ways, connect with others and feel welcomed.
3. **Relationships:** We create opportunities for healthy connections, experiences and nurture communities.
4. **Community:** We initiate and nurture community so that people come together through place, common interests, action or purpose.
5. **Person Centredness:** We fully honour a person's self-determination and citizenship, and ensure their "voice" is heard and acted upon as the most important voice in their support and services, regardless of their method of communication.
6. **Servant Leadership:** We listen actively, encourage each other, give and invite honest feedback about our work, create a culture of ownership and responsibility for our future and for our mission in serving individuals, families and each other.
7. **Belonging/inclusion:** We advocate for and nurture a welcoming environment where people are valued, safe, recognized for what they bring and missed when they are not present.
8. **Learning:** We embrace learning and the knowledge of families and individuals and analyze past and current patterns to inform our own growth as people and as an organization.
9. **Partnerships:** We create mutually beneficial connections to provide unique supports and build capacity for those we serve.
10. **Celebration:** We recognize people’s positive contributions, milestones and accomplishments through sharing stories and nourishment.

Passed by the Board, May’97, July 2005

Reviewed and revised by the Board November 2008, June 2014, June 2015, February 2016

December 2021

**STRATEGIC IMPERATIVES**

1. Advocacy that helps all people belong through needed social change.
2. Funding/Sustainability
3. Succession
4. Community Leadership

Passed by the Board June 2015