Organizational Values

The following values guide Alternatives to ensure congruent actions in accomplishing Alternatives' mission:

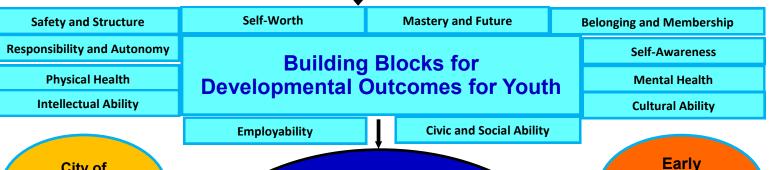
- •Young People: Commitment to a deep belief in the inherent strengths and giftedness of young people.
- •Creativity: Belief that all humans have an intrinsic need to create, and such expression is essential for mental and developmental health.
- •Spirituality: Recognition that there is a power greater 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



Hampton City

Newport News Public Schools

City of Hampton/Youth Commission

Consequences of UnhealthyService Learning

Elementary-Middle School

Progression of Development of Outcomes

- Service Learning

Exploration

Self Affirmation

Volunteerism

Peer Resistance Skills

Creativity

Choices

Teamwork

Conflict Resolution

Cultural Diversity

Schools

- Sense of Self (Multiple Intelligences)
- Application of Academic Learning

- Youth/Community Organizing
 - Policy Advocacy

 - •Facilitate Community Conversations

Adult/Community

Organizational Guiding Principles

*Anthropological Curiosity

Intentional Professional Development

•Intentional Development of Highly Functioning

Scanning Community for Need and Opportunities

*Ongoing Qualitative Assessment

*Independent Quantitative Analysis

•Leveraging Resources for Collective Impact

Foundational Theoretical Frameworks

Research and Development

Integrating Theory to Practice

•Staff Valued as Resources

Organizational Culture

Team

Strategic Partnerships

Advocacy

Sustainable Funding

Quality Improvement

Evaluation

Collaborative Leadership

Braided Funding Streams

- Facilitate Connections
- Training and Technical Assistance

City of Childhood **Newport Creating News—STEP** Centers **Partnerships** Capacity **Access Points Building for** for Youth **Adults Programming**

Youth Serving

Organizations/

Youth Workers

Fiscal Sponsorship: VPOST. HNNCBN VA CBN

TNCC

Pre K-Elementary

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

High School—Young Adults

Youth/Adult Partnerships

- Civic Engagement/Service
- Youth in Governance

Leadership Skills

- Presentation/Facilitation Skills
- Workforce Development Skills