

## **MISSION STATEMENT (approved April 6, 2023)**

Sunshine Village delivers on a GREAT day for individuals with developmental disabilities and those on the autism spectrum by helping them to live and learn, work and earn and give and grow.

## **VISION STATEMENT (approved June 1, 2023)**

Sunshine Village maintains a clear vision to continue building upon its solid foundation as a premier provider of services and an employer of choice, within the greater Pioneer Valley, by identifying and leveraging the unique abilities of the individuals it supports and employs.

This multidimensional vision will be accomplished by continually (i) assessing, enhancing and offering innovative services, inclusive of day and community-based services and workforce development programs; (ii) providing a safe and nurturing environment that is welcoming and inclusive for all; (iii) assisting individuals to achieve independence to their greatest ability; (iv) investing in technology and infrastructure; and (v) investing in our workforce through a competitive and comprehensive total rewards plan and professional development program, while emphasizing wellness and valuing work-life balance.

## **CODE OF ETHICS (approved 2023)**

- I will treat everyone with dignity and respect
- I will respect and value diversity
- I will cultivate community awareness through education and advocacy
- I will heighten individual and family empowerment by promoting informed choice
- I will emphasize learning as a lifelong process
- I will facilitate environments that promote health, safety and personal growth
- I will foster an atmosphere of teamwork and open communication
- I will promote community membership
- I will support the organization in:
  - Serving individuals with a wide array of abilities and needs
  - Designing, delivering and modifying supports to meet individual need and preference
  - Implementing policies and practices in an ethical, legal, accurate and fiscally responsible manner
  - Providing training and support to promote high levels of competency in staff and volunteers