

CULTURAL VALUES & PRINCIPLES

An organization's culture has a direct impact on the long-term value the organization and its employees create so we want to be deliberate about the culture. In application, this generally means:

- The core values establish expectations for all employees (at Birch this includes volunteers and participants).
- There is shared understanding among all employees of what the stated core principles mean and why they are important.
- All employees are accountable for putting them into practice.

VALUE CREATION

Everything we do should optimize the experience and impact the organization has on our participants. Through innovation, strive to create an atmosphere of efficiency and effectiveness, eliminating waste and bolstering productive decision-making, resulting in creating an environment where people feel valuable. This includes fully developing your capabilities to produce fulfillment and meaning in your work.

RELATIONSHIP-FOCUSED

Embrace and encourage a community of dignity and empathy. Foster an environment of purpose and meaning for all. People first. ("BCS is 10% about the program and 90% about the people." Barry Birch)

RESPECT

"Life is 10% what happens to you and 90% how you respond to it." Treat others with kindness, honesty, dignity, grace and sensitivity.

GRATITUDE

BCS is thankful for the opportunity to serve all our stakeholders. It is a privilege to work alongside donors, participants and volunteers. Donations are an immense blessing, never routine. Gratitude is a powerful catalyst for hope, directs our efforts and inspires others.



COMPLIANCE

Safety of our culture and people is paramount, requiring 100% compliance. Stop, think and ask before making decisions.

KNOWLEDGE/HUMILITY

"Wise men seek wise counsel." Seek and use best knowledge from all sources. Proactively share knowledge, equipping each other. Embrace challenge and the change process that drives creative destruction and fosters discovery. Develop measures that lead to more effective action. Encourage and practice teamwork. Be transparent and intellectually honest with others regarding our own strengths and weaknesses.

INTEGRITY

Being above reproach in everything we do, honoring the freedom BCS' mission creates for our participants. We are an open book. We courageously embody our principles, never compromising one for another