

# KenCrest's Mission, Vision, and Why

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## Our **Mission**

supports community development by...



## Our **Vision**

guides, transforms, and unites us.

## Our **Why**

is driven by our PRIDE values.

**P**ositive Approaches

**R**eaching Higher

**I**nclusion

**D**iscovery

**E**xcellence in Leadership

# Positive Approaches

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## What it **means**:

Encouraging people to make empowering decisions and problem solving while respecting and valuing them.

## What it **looks** like:

Creating supportive environments; using the “Brain as a Car” to practice understanding and identify people’s mental and emotional state and help them progress towards greater empowerment and control of their situation; validating people’s emotions and behaviors, and guiding them to positive actions; empowering people through praise and corrective direction.

# Reaching Higher

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## What it **means**:

Exploring beyond what we've been informed of or given; releasing limitations and the status quo.

## What it **looks** like:

Not imposing limits on people, places, or things; embracing and practicing innovation and innovative techniques; searching for alternatives; using reflective practices and doing break through thinking such as looking at actions and experiences to learn, grow, and improve from them; asking questions to think outside the box; embracing change; pushing boundaries; being visionary; breaking the “glass ceiling;” and getting out of our comfort zones.

# Inclusion

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## What it **means**:

Ensuring everyone can access, engage, and benefit.

## What it **looks** like:

Creating equitable environments; practicing collaboration and belonging; accepting and embracing social, cultural, mental, emotional, and physical differences; adapting in different environments and abilities to creative positive outcomes. Using person-first language; treating people with the same dignity and respect we would want for ourselves; creating age-appropriate offerings and opportunities; and having age-appropriate conversations.

# Discovery

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## What it **means**:

The process of finding or learning new things.

## What it **looks** like:

Thinking critically to find solutions to challenges with team members and those we support in our programs; digging deeper; asking “what if,” finding your “WHY;” embracing KenCrest’s “WHY;” exploring and using measurement practices and collecting data; opening ourselves to new questions and new approaches; getting creative and curious about people’s needs and desires; using the Meaningful Life and Charting the LifeCourse practices; and asking questions to get to the root cause.

# Excellence in Leadership

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## What it **means**:

Going beyond expectations and responsibilities to help achieve goals and positive impacts.

## What it **looks** like:

Empowering others; being committed to finding solutions; coaching and teaching others, demonstrating for others; encouraging harmony and cohesiveness by working collaboratively, but also through synergy and interdependence; building trust, respect, and compassion amongst those you work with; creating opportunities and embracing opportunities for growth for staff and people supported through our programs; inspiring positive change.