

Vision

"Celebrating the potential of all people"

Purpose

"The Kennedy Center, Inc., a private community-based rehabilitation organization, actively responds to individuals with disabilities or special needs by offering innovative, comprehensive community services."

Mission Statement

"Our mission promotes the empowerment of individuals with diverse abilities, disabilities, and experiences toward optimal participation and inclusion in the community."

Values

We believe in treating all people with respect and dignity.

We believe in the empowerment of individuals with disabilities and their families through collaborative efforts.

We believe in assisting individuals with disabilities to obtain optimal inclusion within the community.

We believe all agency services should be cost effective.

We value diversity, support the elimination of discrimination and advocate for social equality, independence and the advancement of the field of rehabilitation.

Codes of Ethical Conduct (Values Operationalized)

It is essential that all staff and the governing body consistently follow the standards of conduct identified below:

Integrity

- Take responsibility for our actions.
- Acknowledge and follow through with our responsibilities.
- Do what we say we will do, act with honesty, genuineness and objectivity.
- Act with good purpose.

- Under no circumstance can there be an intimate, personal and/or sexual relationship between a staff member and a consumer.
 - Avoid situations and relationships that may impair professional judgement, cause a conflict of interest, increase the risk of harm to consumers or lead to exploitation. This includes but is not limited to: loaning money to consumers, failing to receive supervisory approval before transporting consumers to employee's own home or business, conducting personal errands during work hours or accepting gifts of substantial value from vendors or others from whom the Agency contracts.
 - Staff members may witness consumer or other legal documents as long as the document does not pose a conflict of interest.
 - Avoid situations and relationships within the workplace and amongst subordinates and co-workers that may impair professional judgment or cause a conflict of interest.
- Communicate in an accurate, positive and forthright manner.
 - Remain awake, alert and attentive at all times while at work.
 - Represent credentials to the public accurately.
 - Accurately complete all agency reports, consumer data, employee records and all other documents.
 - Ensure that administrative, programmatic, marketing, human resource and fiscal operations are in accordance with all licensing regulations, accounting principles, accreditation standards, and legal requirements. Refer to SOP A105 Marketing Code of Ethics.
 - Engage only in business practices that are in the best interests of the consumer and competitively fair with the prevailing area industry. Refer to SOP A114 Business Practices Code of Ethics.
 - Respond appropriately to unethical behavior of colleagues.

Respect

- Listen and ask questions to be certain to understand others.
- Treat all others with respect, acceptance and dignity.
- Communicate ethically, calmly and professionally.
- Maintain privacy and confidentiality in all forms of communication and consumer records.
- Respect the consumer's right to self-determination.

- Take responsibility for all assigned materials and equipment and treat with respect and care. Report any suspicions of waste, fraud or abuse of such immediately.
- Once we have separated from the Agency, respect the established relationship consumers have with The Kennedy Center by not engaging with consumers in any activity which competes with the services offered by The Kennedy Center.

Consumer and Stakeholder Focus

- Provide services without discrimination or preference based on race, color, religious creed, gender, gender identity or expression, sexual orientation, age, national origin, ancestry, marital status, civil union status, genetic information, veteran status or disability, including but not limited to blindness.
- Strive to exceed consumer and stakeholders expectations.
- Educate our consumers, stakeholders, community and rehabilitation professionals.
- Act as advocates in addressing unmet consumer and community needs.
- Listen to and understand the needs and requests of consumers and stakeholders.
- Act to empower consumers to achieve their greatest potential.
- Promote the care, safety and well being of all consumers.
- Use creativity in problem solving.
- Recognize a commitment to lifelong learning, continually upgrading knowledge and skills to serve the consumers better.
- Ensure optimal accessibility for all stakeholders.
- Challenge ourselves to achieve the best.

Agency Three Year Goals
2017 - 2020

I. Person Centered Rehabilitation

1. Expand outreach to include other geographic areas, school districts, under-served individuals and people of diverse cultures and needs.
Responsibility of: Executive Team
2. Advocate and expand employment, vocational, social, educational, residential, recreational and therapeutic opportunities for all.
Responsibility of: Executive Team
3. Increase community integrated services to respond to individual needs incorporating greater reliance on natural supports.
Responsibility of: Vice President of Kennedy Industries, Vice President of Rehabilitation Services and Vice President of Community Facilities

II. Human Resources

1. Increase opportunities for staff development and professional growth.
Responsibility of: Executive Team
2. Enhance recruitment of qualified, diverse and experienced staff.
Responsibility of: Executive Team
3. Expand volunteer and intern participation within all divisions.
Responsibility of: Vice President of Kennedy Industries

III. Financial

1. Broaden and diversify funding sources to ensure long term stability of the organization. Decrease dependancy on any one funding source.
Responsibility of: Executive Team
2. Increase resources through foundations, small business, corporations, grants, special events, municipalities and other non-programmatic sources.
Responsibility of: Executive Team
3. Advocate for adequate state funding to ensure program quality and competitive salaries.
Responsibility of: Executive Team

IV. Marketing

1. Increase awareness and visibility of agency programs and services to the community at large.
Responsibility of: Executive Team
2. Offer technical assistance and consulting services to other organizations, both public and private.
Responsibility of: Executive Team
3. Enhance awareness of individualized opportunities and supports offered through The Kennedy Center to persons with disabilities and special needs, their families, funding sources and other concerned parties.
Responsibility of: Executive Team
4. Expand social media and internet marketing.
Responsibility of: Executive Team

V. Quality Assurance

1. Ensure optimal accessibility of agency programs and services in accordance with agency Accessibility Plan.
Responsibility of: Executive Team
2. Ensure optimal compliance with organizational, state and federal regulations and guidelines.
Responsibility of: Executive Team