

WELCOME!

We're happy to have you as part of our Switchpoint Family!

As a new Switchpoint employee, this packet is for YOU to keep and refer to.

Please utilize our **EMPLOYEE WEBSITE** for helpful information you may **Need!**

www.switchpointcrc.org/employee

OUR MISSION

To empower those in need by addressing the underlying cause of poverty; providing a comprehensive plan, and supporting their journey to self-sufficiency.

OUR VISION

Every individual embodies their worth and value with self-esteem, hope and abilities restored, thriving in affordable housing.

CULTURE VALUES:

- **Kindness** – Remember Kindness is Contagious!
- **Connection** – It's why we're here and what gives purpose & meaning to life!
- **Kinship** – We want you and those we serve to feel a sense of Belonging
- **Self-Worth** – Treat people the way they can become w/True Value & Worth!
- **Self-Reliance** – Learn your role and take initiative!! We want "Fishermen"!

GUIDING PRINCIPLES:

- **Golden Rule:** To treat all people as we ourselves would wish to be treated.
- **Kindness:** To demonstrate compassion and respect for all people.
- **Positive Influence:** To judge our effectiveness by the extent to which individual lives are saved & improved by the positive experience of the people we influence.
- **Leadership:** To lead by example, developing, promoting and sharing new ideas and programs to help those experiencing homelessness.
- **Authenticity:** To do what we say we do.
- **Transparency:** To be open and honest in our relationships.

Our Success Depends on Us Being True to Our MISSION, VISION, VALUES and GUIDING PRINCIPLES

Are we DOING what we SAY we are?
What do we need to change or improve
to fulfill our MISSION and VISION?

