

**MHRBWCC – Linkage Committee Meeting**  
**Mission, Vision, Values Work Session #2**  
**February 18, 2021**

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**Mission Statement**

The group completed work on an updated, draft Mission Statement for full Board consideration.

**Definition**

A mission is an enduring statement of purpose for an organization that identifies the scope of its operations and reflects its priorities. It should reflect:

- What you do (primary job)
- Who is served (clients)
- What is achieved (to what end / outcome / why)

Draft, Proposed Mission Statement

The Mental Health Recovery Board Serving Warren and Clinton Counties supports a healthier community by investing in a system of mental health and substance use disorder services for the people of our counties.

**Current Mission Statement:**

The mission of MHRBWCC is to share hope and caring to achieve recovery from mental illness, alcoholism, and drug addiction. Our expectations for recovery include the acquisition of meaningful roles, sobriety, healthy relationships with friends and family, and a joyful life.

Our system supports communities in Clinton and Warren Counties as they respond to behavioral health issues through prevention, intervention, treatment, rehabilitation and asset building services.

**Core Values**

The group created a draft version of updated core values. This version will now be polished/edited by staff for consideration at the next Planning Committee meeting.

**Definition**

Define the enduring and essential character of an organization or initiative and expected conduct of its staff and partners to guide behavior and inspire performance in carrying out the mission.

Current Core Values Working Proposal:

Through our conduct, we **pledge**/commit/strive:

- **Stewardship.** We believe that we are responsible to the general community for providing quality services relevant to the needs of service customers and fiscal integrity.
- **Integrity.** Our integrity is expressed through our commitment to be open and honest with our community, employees and our customers.
- **Quality.** We promote continuous efforts to learn, improve and implement quality, best practices to better address the needs of our customers.

- **Connection. [Connected System of Care]** Our providers are interdependent, each with an integral part to play in the recovery of our customers. What we provide together is greater than that which any of us can provide alone. Design / create
- **Responsiveness.** We continually lead by adapting our thinking and behavior to meet the ever-changing conditions around us and needs of those we serve.
- **Accountability.** We take responsibility [for the outcomes of our performance/our words, our actions, and our results.]
- **Equity.** We ensure our clients receive equitable, dignified support. *[still needs words regarding how to apply to staff/provider conduct]*

Potential reference equity ideas:

- We recognize and embrace our differences, value diversity, treat people with respect, and ensure our clients receive equitable, dignified support to [be stronger as a group][to provide greater value.]
- Look at Board's statement regarding George Floyd tragedy – perhaps add some element to Integrity or Equity

The following ideas were culled from other organization statements and used for brainstorm purposes.

- Equity
  - a. We embrace differences in our backgrounds, cultures, races and ethnicities and see them as a strength.
  - b. We value diversity, equity, inclusion and dignity/respect for all.
  - c. Racism, discrimination and bias are not tolerated by our organization.
  - d. We will focus on creating a culture that celebrates diversity, models inclusion, and achieves equitable outcomes across multiple identities.
  - e. We believe diversity, equity, and inclusion are fundamental to fulfilling our mission and attaining outcomes.
  - f. We value diversity, treat people with respect, and ensure our clients receive equitable, dignified support.
- Accountability
  - a. Our actions are accountable and honor the public trust.
  - b. We are accountable for results to the people we serve.
  - c. We hold ourselves to the highest standards and accept accountability for the services we deliver and the programs we administer.
  - d. We are transparent in operational management.
  - e. We act accountably.
  - f. We conduct our jobs in an open and inclusive manner and take responsibility for the outcomes of our performance.
  - g. Each of us is responsible for our words, our actions, and our results.
- Adaptable/Nimble/Agile
  - a. We are effective, agile and innovative. We continually adapt our thinking and behavior to meet the ever-changing conditions around us.
  - b. We believe innovation leads to positive change and embrace creativity and agility.
  - c. We pursue creativity and embrace flexibility to support the Board and client needs.
  - d. We will be fast and flexible in adapting or initiating change to achieve the best possible outcomes.
  - e. We proactively prepare for change in a changing field.
  - f. We will be adaptable and ready and willing to change when we need to.
  - g. Agility: We challenge the status quo with open minds, focus, and speed.

Current Core Values:

We believe in a stated system of standards and values consistent with professional conduct delivered with compassion and respect.

- **Good stewardship.** We believe that we are responsible to the general community for providing quality services relevant to the needs of service customers and fiscal integrity.
- **A foundation of integrity.** Our integrity is expressed through our commitment to be open and honest with our community, employees and our customers.
- **Investment in our employees.** We promote continuous efforts to learn, improve and implement best practices to better address the needs of our customers.
- **Interdependence of providers.** Our providers are interdependent, each with an integral part to play in the recovery of our customers. What we provide together is greater than that which any of us can provide alone.
- **A new vision of communities.** We believe that communities should be characterized by tolerance, appreciation of diversity, creativity and adaptability to the emerging and changing needs of its members.

### System Change Drivers

Board members have submitted their input regarding current issues driving the need for potential strategy change. They have been compiled into one document for Planning Committee review. The group will pre-read the document for its next discussion. The goal is to review with an eye toward themes that may impact an updated Vision Statement with consideration that Ohio will hopefully be transitioning out of current Pandemic conditions and confronting post-Covid-19 situations.

Definition

Internal or external factors that exert pressure on the current approach/program/system to change or alter today's approach. Consider the perspective of different actors within the system. What compels the need to continue changing and modernizing the system and services?

### Vision Statement

At its next meeting, the Planning Committee will generate a new draft Vision Statement.

Definition

Concise word picture that sets the organization's overall direction ... what it strives to be at some future time. The desired state.

- A vision is something to be pursued...
  - Inspiring and somewhat daunting...
  - A call to action...creates positive tension on goals...it advances the "why"
- Organizations select type of Vision Statement
  - Hopes & Dreams / Ultimate Aspiration... *AND/OR*
  - Stretch goal that is makeable with total commitment in 5-7 years

Current Vision Statement:

We will set the standard for excellence in delivering behavioral healthcare. Everyone who provides or receives services in the MHRS system will:

- actively engage their talents to promote the common vision of recovery

- anticipate and respond to the emerging needs of our community
- offer or accept services wherever people live, work, or play
- demonstrate abilities exceeding local, state, and national standard

**Next Steps**

Kelley Brown will work with committee members to set up a final meeting in mid-March.