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**Vision Mission and Values**

Both the mission and vision can be summed up in statements that you can use to communicate what you do and where you are headed as an organisation.

Your **mission** defines your organisation's objectives and its approach to reach them: e.g. *To deliver LGBT inclusive practice training to health care professionals working in Devon.*

The **vision** describes the desired future position of the organisation:
e.g. *To ensure that every LGBT person living and working in Devon feels safe and has judgment-free access to healthcare.*

The exercise of getting volunteers, staff, and beneficiaries together to thrash these statements out is a great one for bringing your team together and for making sure that you are all on the same page.



Use this space to create a mission statement

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Use this space to create a vision statement

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**Values**

If you don’t already have a clear set of values to work to, it can be useful for your team to develop some. Your organisation's values are also a great way to communicate what you stand for as an organisation and how you intend to do business.

Your organisational **values** are the things that you believe are important in the way you work and help you prioritise. Your values will be the lens through which your organisation will make decisions and conduct activity.

Make sure the whole team is involved in determining the values. The board of trustees or directors will ultimately need to be comfortable, but the people who are delivering the work should be involved, as they might have a different view of the organisation and how it works. 

*Example: "Our work will be guided and informed by our beliefs and commitments to Inclusiveness and respect. Through our work we will* ***value****and recognise the vital contribution of a diverse range of volunteers within LGBT+ organisations and communities”*

Use this space to outline your organisation's values

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Once you have settled on, or refined existing values, take time to consider how you will embed these values into the organisations work, staff approach and public persona.

e.g. If one of your values is around being inclusive of people who have a physical disability – is everyone doing all they can to be actively inclusive or are you simply reacting to an access situation each time it arises?

Think about how can your organisation's values can drive your work and practices

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