



LCFS Stated Values

The Lutheran Child and Family Services of Illinois Board of Trustees believes the following values should guide the development of key policies and practices of the agency:

1. **Our understanding of God and His presence in the world.**
 - a. God's love and presence in the diverse and multicultural world He created.
 - b. The dignity and value of each individual.
 - c. God's diverse gifts which are assembled and released to promote the common good.
2. **Our Judeo-Christian Heritage and Lutheran tradition of promoting mercy, compassion and justice.**
 - a. Our Christian Heritage, which over the centuries, has emphasized God's call to us as individuals and community, to demonstrate God's love by providing social ministry services to support those in need.
 - b. The teachings of Martin Luther with an emphasis on "love of neighbor", unconditional acceptance, God's Grace, daily renewal, and continual hope.
3. **Equality**
 - a. We believe in human equality, and that the value of a person is not based on skin color, net worth, nationality, intelligence, earthly achievement or any other worldly metric.
 - b. We are committed to being welcoming, inclusive, diverse and equitable.
 - c. We are against racism and committed to working towards dismantling systemic racism within our agency, communities, state and country.
 - d. Our organizational culture is to be color cognizant, believing in the importance of racial and ethnic differences and aware of the widespread discrimination in our society.



Lutheran Child and Family Services of Illinois

4. Diversity and Inclusion

- a. The Board believes diversity in its many dimensions enriches our world.
- b. The Board encourages the development of a diverse staff and leadership whose characteristics reflect the rich diversity of those we serve.

5. Excellence

- a. Achieving and documenting high standards of service and adherence to our respective professional standards.

6. Collaboration

- a. The opportunity to create synergy by working together which results in improved outcomes which could not be achieved in isolation.

7. Responsive Capacity

- a. The capacity to be proactively adaptive to the changing conditions about us while maintaining our alignment with core values.

8. Innovation

- a. Creatively developing new programs, services and methods in responding to the needs of clients, communities, and the Agency itself.

9. Stewardship of Resources

- a. Being good stewards of the resources which we have been given.

10. Accountability

- a. Our commitment to be accountable to our congregational partners, community and clients for providing human care services and programs which are responsive to their unique situations.

11. Transparency

- a. Our commitment to a spirit of openness in fiscal, policy and programmatic matters which fosters trust with clients, staff, donors and funders.



12. Inquiry

- a. Our spirit of being an organization which consistently seeks to be a learning environment; intent upon continual improvement and appreciation of the contributions of others.

13. Leadership in Social Ministry

- a. Our capacity to identify and develop people to be leaders in promoting social ministry within congregations, and in the broader church and community and to provide and to fulfill their vocational calling to serve their neighbor and to promote justice.

14. Integrity and Ethics

- a. Our commitment to the highest standards of ethical practice in all aspects of governance.