



Mission, Values, Principles and Vision

Date Effective: September 17, 2009

Reviewed by: The Board of Directors

Approved by: Action Read General Membership

Our Mission

Action Read is a community-based non-profit organization dedicated to improving the literacy and numeracy skills of adults and families in Guelph.

Our Core Values

In order to achieve our mission, we are committed to:

- An accessible learning environment where people feel supported, encouraged and safe to challenge themselves;
- A learner-centred organizational culture based upon compassion and respect;
- A community culture centred upon learning;
- Flexible training plans that meet diverse learning goals, styles and needs;
- Continuous improvement, development and empowerment of learners, volunteers and staff to achieve their full potential;
- Celebrating diversity and deepening our understanding of what it means in practice; and
- Accountability in programming, human resource and financial management.

Our Guiding Principles

- Everyone can learn;
- Learning should be enjoyable;
- Tutors and learners are active partners;
- Meaningful involvement of learners, volunteers and staff keeps us connected and responsive to the needs of our members and the larger community;
- We set goals and have a vision of success before taking on new programs and initiatives;
- We cannot be all things to all people;
- Working with others outside our organization ensures individual and community needs are met; and

- People achieve greater self-sufficiency by reaching their personal and workplace literacy goals.

Our Vision of Success

We are successful in our mission when adults and families;

- Meet their learning goals;
- Receive prompt attention and innovative responses to learning needs;
- Gain literacy and numeracy skills, and the confidence to use and share them in managing their lives;
- Experience a shift towards greater independence;
- Participate in the larger community; and/or
- Move on to other employment, civic, volunteer or educational opportunities.