



Core Values

Integrity & Respect

- We understand that we are accountable to the families we serve, and the donors who support us.
- Legal and fiscal management will be held in the highest priority in order to earn and retain public trust.
- Respect is the foundation of how we treat our team, peers, volunteers, and families we serve.
- We assume positive intent, maintaining confidentiality and honesty, and working toward mutual understanding.
- We remain true to our mission of connecting and supporting special needs families, and work hard to provide excellent service to those families.

Diversity

- We serve the children and families of ALL special needs.
- There is strength in diversity; everyone bringing their stories and experiences to the table.
- We value those natural individual differences such as culture, religion, personality, disability, age, sexual orientation, gender, and gender identity. These differences challenge us and make each of us unique.
- We aim to create an environment that is safe and respectful, where everyone feels supported and heard.
- We encourage everyone to share their successes, small or large, so that we all can celebrate.

Community

- We believe that it takes a village to raise a special needs child, and constantly look for ways to better serve the community to help create that village.
- We raise awareness on a wide variety of special needs with the belief that awareness brings acceptance.
- We aspire to bring a collaborative spirit and work to develop positive relationships with our families, our schools, other organizations, and our community at large.
- We hope to teach others to embrace diversity, promote acceptance and inclusion, and ensure equality.

Excellence & Continuous Improvement

- We strive to excel in any and all opportunities to serve special needs families in Navarre and the surrounding areas.
- We challenge ourselves to continually learn more information and better practices to serve our families.
- If something doesn't work, we will try it another way.

Transparency

- We operate openly and candidly and provide full disclosure on issues regarding conflict of interest, operations, and funding practices.

Values can't just be words on a page. To be effective, they must shape action.
- Jeffrey R. Immelt

Anti-Discrimination Policy



Emerald Coast Exceptional Families does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, the appointment to and termination from its Board of Directors, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of services.

Emerald Coast Exceptional Families is an equal opportunity employer. We shall not discriminate and will not discriminate in employment, recruitment, Board membership, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason.

"The moment a little boy is concerned with which is a jay and which is a sparrow, he can no longer see the birds or hear them sing." — Eric Berne