

**CHILDREN’S TRUST OF ALACHUA COUNTY  
RESOLUTION 2024-16  
ADOPTION OF CHANGES TO BOARD POLICIES**

**WHEREAS**, the Children’s Trust of Alachua County (CTAC) adopted Chapter 1: General Administration through Resolution 2022-01; and

**WHEREAS**, the Children’s Trust of Alachua County desires to make changes to these policies,

**NOW THEREFORE**, be it ordained by the Board of the Children’s Trust of Alachua County, in the State of Florida, as follows:

**SECTION 1: AMENDMENT** “1.02 Mission, Vision, and Guiding Principles” is hereby amended as follows:

**AMENDMENT**

**1.02 MISSION, VISION, CORE VALUES, AND GUIDING PRINCIPLES**

- A. **MISSION:** The Children’s Trust of Alachua County funds and supports a coordinated system of community services that allows all youth and their families to thrive.
- B. **VISION:** Facilitate equitable access and opportunities for all children and families in Alachua County to ensure every child reaches their maximum potential.
- C. **CORE VALUES:** Our goal is an ethical and cooperative work environment for all our employees. We expect our employees to understand the following core values and affirm their commitment to ethical conduct throughout their duties and activities.
  - 1. We expect our employees to exhibit honesty, integrity, just management, fairness, trust, safety, and respect to coworkers, superiors, subordinates, those we serve and those who provide service to us.
  - 2. We expect our employees to promote a positive work environment. Behaviors such as unscrupulous communications and gossip are destructive and not appropriate in our workplace.
  - 3. We believe our employees to be good citizens of the community, reflecting well upon themselves and our Organization.
  - 4. We expect our employees to be respectful of their co-workers, the Organization, and its leadership.
  - 5. At times, we may trust our employees with confidential Organizational information. Respect these confidences. We expect that proprietary information will be protected and secure and will not be disclosed to anyone without proper authorization.
  - 6. We respect cultural diversity and recognize the value of a diverse workplace.
  - 7. We are committed to providing a drug-free, safe, and healthy work environment, and to observe environmentally sound business practices.

8. We expect our employees to maintain accurate and complete business and transactional records. All information is to be factually represented in a timely manner.

D. GUIDING PRINCIPLES are utilized within organizations as a method to align behaviors, guide decision-making, and provide consistency with the Trust's Board values. The Trust's Board and stakeholders identified the following guiding principles:

1. Initiatives should ensure accessibility to universal supports for all children 0 to 18 and their families; targeted supports for those who need additional help; and place-based supports for those with the greatest need.
2. Innovative initiatives should be funded that coordinate comprehensive systems of support and delivers those supports in collaborative ways that allows the Trust to achieve collective impact.
3. Initiatives shall be evaluated based on its ability to ultimately impact all children, directly or indirectly, with a priority for long-term continual return on investment.
4. Initiatives must be measurable with priority given to a comprehensive system of supports that provide for prevention, timely intervention, and services that strengthen families and produce achievable results.
5. Initiatives must be aligned to a documented gap or need.
6. Funds will be invested and initiatives will be prioritized based on the highest educational, social, or emotional outcome value.
7. Initiatives will be evaluated in an open, transparent, and competitive manner in order to ensure equitable results and confidence in the process.
8. The Trust values fiscal and operational accountability and will fund partners in a manner that rewards efficiencies, takes advantage of economies of scale, and maximizes services to children or family members/support members in order to meet the educational, social, emotional, and/or physical health.
9. The complete portfolio of Trust investments shall be reviewed to ensure that Alachua County children and families have equitable access to services that will work to increase racial equity.
10. Prior to any funding decision, the direct impact on children must be the primary consideration.

**SECTION 2: EFFECTIVE DATE** This Resolution shall be in full force and effect from 12.09.2024 and after the required approval and publication according to law.

PASSED AND ADOPTED BY THE CHILDREN’S TRUST OF ALACHUA COUNTY BOARD; this 9th day of December 2024.

	<b>AYE</b>	<b>NAY</b>	<b>ABSENT</b>	<b>NOT VOTING</b>
Lee Pinkoson	_____	_____	_____	_____
Ken Cornell	_____	_____	_____	_____
Cheryl Twombly	_____	_____	_____	_____
Shane Andrew	_____	_____	_____	_____
Tina Certain	_____	_____	_____	_____
Mary Chance	_____	_____	_____	_____
Hon. Denise R. Ferrero	_____	_____	_____	_____
Dr. Nancy Hardt	_____	_____	_____	_____
Dr. Maggie Labarta	_____	_____	_____	_____

Presiding Officer

Attest

\_\_\_\_\_  
 Lee Pinkoson, Chair  
 Children’s Trust of Alachua County

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 Marsha Kiner, Secretary  
 Children’s Trust of Alachua County