

TANDEM LIVING

CORE VALUES

Tandem Living affirms five core values: Be Your Best, Be Responsible, Be Positive, Be Safe and Serve Together. Our culture is best understood as a fulfillment of these core values, not only in the important work we accomplish together (“doing”) but also in who we are (“being”). The foundation for each core value is drawn from our Christ-centered mission and the timeless Biblical truth upon which it rests. The verses referenced below (New International Version) serve as helpful reminders but are not intended to reflect the full scriptural foundation upon which each core value rests.

BE YOUR BEST!

Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. (Colossians 3:23-24a)

To BE YOUR BEST means that we:

- ❖ Dedicate ourselves to performing our important, meaningful work with excellence, thereby making a positive difference in the lives we touch.
- ❖ Serve residents, staff, and the broader community with care, compassion, and respect.
- ❖ Are a thriving community that values the unique gifts, talents, and contributions of every team member.
- ❖ Proactively identify challenges and embrace creative solutions that lead to outstanding resident care.

BE RESPONSIBLE!

Whoever can be trusted with very little can also be trusted with much... (Luke 16:10a)

To BE RESPONSIBLE means that we:

- ❖ Take responsibility for our decisions and behaviors, always striving to do the right thing.
- ❖ Hold ourselves to the highest ethical standards, doing what is right even when it's difficult.
- ❖ Understand that our individual actions impact the overall reputation of our organization, and we take pride in representing it well.

- ❖ Act upon honest and direct feedback and embrace training and development opportunities, thereby fostering a culture of open communication and growth.

BE POSITIVE!

Finally, brothers and sisters, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things. (Philippians 4:8)

To BE POSITIVE means that we:

- ❖ Live our core values through every interaction with residents, staff, and the community.
- ❖ Foster collaborative, supportive relationships that empower and strengthen our team.
- ❖ Believe in our ability to make a meaningful difference through our actions and decisions.
- ❖ Build trust and foster positive relationships by encouraging a culture of open, honest communication that seeks feedback at all levels

BE SAFE!

Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight. Then you will go on your way in safety, and your foot will not stumble. (Proverbs 3:5-6; 23)

To BE SAFE means that we:

- ❖ Hold ourselves and each other accountable to follow safety policies and procedures, ensuring a culture of care and responsibility in all actions.
- ❖ Recognize that safety encompasses the physical and emotional well-being of everyone and is a shared responsibility among all team members.
- ❖ We take proactive steps to stop and immediately report any actions or behaviors that may pose a risk to residents, staff, or others.

SERVE TOGETHER!

Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others. (Philippians 2:3-4)

To SERVE TOGETHER means that we:

- ❖ Cultivate a collaborative environment that thrives on mutual respect, where we support one another, celebrate diverse perspectives, and honor all faith and non-faith traditions.
- ❖ Proactively offer help to colleagues, looking for opportunities to assist and elevate team performance.
- ❖ Recognize and appreciate the contributions of fellow team members, as well as those in other departments, ensuring that efforts are acknowledged and valued.
- ❖ Encourage honest, constructive dialogue across all teams and departments, seeking diverse perspectives to identify the best solutions and drive continuous improvement.