

JOHN HOWARD SOCIETY OF **CANADA**

# Organizational Values and Relationships

*Adopted at the JHS of Canada Annual General Meeting, November 2005*

## HOW ORGANIZATIONAL VALUES “FIT”



## KEY PRINCIPLES

### 1. Raison d'être/Reason for belonging

1.1 We join together to achieve those goals and missions that we could not achieve separately or that we can better achieve by acting in concert.

1.2 Societies benefit from the reputation and relationships that the collectivity of John Howard Societies have built and earned since our beginnings in Canada in the 1920s.

### 2. Roles of Regional & Local Societies

2.1 Regional and Local Societies are based in, and accountable primarily to, our various communities, including clients directly served.

2.2 Regional and Local Societies are autonomous and diverse.

### 3. Roles of Provincial & Territorial Societies

3.1 Provincial and Territorial Societies are formed and exist to achieve those goals that we could not achieve separately at the regional or local levels, or that we can better achieve by acting in concert at a provincial or territorial level..

3.2 Provincial and Territorial Societies are autonomous and diverse.

3.3 Provincial and Territorial Societies are the constituent members of the National Society; member Societies recognize their obligations to nominate directors of the JHS Canada Board of Directors who will actively contribute to the governance and effectiveness of the National Society.

#### **4. Role of the National Society**

4.1 The National Society is formed and exists to achieve those goals that we could not achieve separately at the regional, local, provincial, or territorial levels, or that we can better achieve by acting in concert at the national level.

4.2 JHS Canada is the forum in and through which Societies have a national voice.

#### **5. Accountabilities**

5.1 We are all primarily accountable to our communities, including clients.

5.2 All John Howard Societies in Canada are accountable to one another, with diverse, but equal and reciprocal, rights and obligations.

5.3 Societies will actively participate in, and contribute to, our “collective accountability” by establishing and adopting complementary policies and practices.

5.4 JHS Canada is accountable to John Howard Societies in Canada for its activities. Such activities will give expression to the national values and priorities of JHS across Canada and support the activities and continual development of all Societies.

#### **6. Joint Undertakings**

6.1 Societies will work together to identify and implement good practices, and will be transparent in our accountabilities to one another.

6.2 Societies will share best practices, and endeavour to adopt best practices to better serve our communities and one another.

6.3 Societies will adopt and adhere to agreed terms of affiliation, for the betterment and protection of all.

6.4 Societies will adopt and adhere to appropriate minimum standards, for the betterment and protection of all.

6.5 Societies will protect and enhance our collective reputation and relationships through appropriate activities and affiliations with other Societies across Canada.

6.6 Societies will be sensitive to the impact of their actions and statements on other John Howard Societies across Canada.

6.7 Societies will promote, and cooperate in, participatory arrangements that allow for significant economies of scale or other, similar advantages, when such opportunities are available and consistent with our shared values.

6.8 From time to time, Societies may, by agreement, undertake initiatives on behalf of, or that are intended for the well-being of, other John Howard Societies in Canada.

6.9 Societies will act to defend the name, memberships, and reputation of our Societies by not permitting activities or organizations that are not a Provincial, Territorial, or National Society, or members in good standing of a Provincial or Territorial Society or of the National Society, to operate under the name “John Howard.”

6.10 Societies will actively participate in, and contribute to, continual efforts to ensure the ongoing renewal and re-invigoration of our Societies.

6.11 Societies will actively participate in, and contribute to, continual efforts to ensure responsible governance.

6.12 Societies will actively participate in, and contribute to, continual efforts to ensure that we present consistent messages, reflective of our shared values, to our several publics.

6.13 Societies will continually strive to prevent and resolve conflicts among our several Societies – whether apparent or real – openly, collegially, and co-operatively.

6.14 Societies will advise one another of all significant matters as soon as practicable.

# John Howard

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THE JOHN HOWARD SOCIETY OF CANADA  
La SOCIÉTÉ JOHN HOWARD DU CANADA