

## Mission statement of the „Gemeinnützige Werkstätten Oldenburg e.V.“ (Non-profit Workshop Society Oldenburg)

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**“together - with many facets - strong”**

### **1. We exist so that people with disabilities can live, work and expand their skills.**

The “Gemeinnützige Werkstätten Oldenburg e.V.” (Non-profit Workshop Society Oldenburg) was founded in 1960. We are a member of the “Diakonisches Werk Oldenburg” (the Oldenburg branch of the outreach ministry of the Lutheran Church of Germany). We are a recognized organization to provide participation in communal and working life. As stipulated by the law, we not only create job opportunities for people with disabilities in and around Oldenburg, but also provide professional training and special-needs training for people with disabilities. These people are also offered the opportunity to live in residential homes, living communities or assisted living in the private home. In our workshops we work for companies and people in and around Oldenburg.

*The “Gemeinnützige Werkstätten Oldenburg e.V.” (Non-profit Workshop Society Oldenburg) is an organization recognized according to Book IX of the German Social Welfare Code to provide participation in communal and working life for people with disabilities. People with disabilities are offered opportunities for professional training in various fields, special-needs training and a variety of living situations. Numerous customers fully appreciate the wide range and quality of products and services offered by our workshops.*

### **2. Everyone shall participate**

People with disabilities are not to be discriminated against. We support them in realizing their rights. They shall participate fully in all aspects of communal life. They must have the same chances as everybody else for living, working and learning. That is our goal and that is why we constantly report on our work.

*Based on the UN convention about the rights of people with disabilities and our mission as part of the outreach ministry of the Lutheran Church in Germany we secure participation in communal life.*

*We consider the extensive presentation of our statutory task to the public as part of our commitment to society.*

### **3. Every individual is unique and important**

There are many people with different tasks in our organization. We need every single person with his or her abilities, ideas, talents, and efforts. Every person likes to be with other people but also needs time to himself or herself. We respect that.

*We base the design of our offers on the individual needs and abilities of each person. We highly appreciate the motivation and professionalism of our staff and their readiness to take on responsibility. We provide space for individuality, community and development.*

### **4. We treat each other with respect. We care for each other**

We take each other seriously. We are polite. In case of disagreement we discuss matters calmly and try to find a solution. It is important to us that we understand each other well. That is why we express ourselves clearly and speak our minds. That applies to all people who are part of our organization.

*According to our Christian idea of man we deal with each other guided by*

- *transparency*
- *reliability*
- *commitment*

*We deal with conflicts constructively. They form a basis for our development.*

## 5. Everybody shall feel good

We always take care to be up to date. Our residential homes and living communities are comfortable. They are light and furnished invitingly. Work in our workshops is pleasant. We work with modern tools, machines and materials. Breaks can be taken in beautiful rooms and exterior areas. Our canteens offer wholesome meals. We treat all objects with care. We talk about how we want things to be and look. There is always someone present to talk to. Our staff is well trained and all colleagues love their work. All this costs money. We carefully decide what to spend our money on.

*We attach special importance to how we are equipped with personnel, technical facilities and space. When we put our resources to commercial use we take people's interests and the demands of modern workshops and residences into consideration.*

## 6. We offer a wide range of products We cooperate with many different customers

Our range of products is designed for people in and around Oldenburg. We offer many different jobs for people with disabilities. Here they can learn a lot both at work and in accompanying courses. We can accommodate people with disabilities either in residential homes and living communities or provide assistance to live in the private home. Leisure time is at free disposal.

Everyone receives the support he or she may need in all areas: for professional training, in work life, for special needs, in the general job market, for further training courses, in the day-care facility for senior citizens and for living arrangements. We cooperate with private and public organizations. Our workshop customers are both private people and companies. They can rely on us.

*We are well connected with the social structure of our region and a reliable partner for work, special needs and living arrangements. Our services for people with disabilities include:*

- *jobs for people with mental, emotional and physical disabilities*
- *a wide range of living arrangements for people with mental, emotional and physical disabilities*
- *educational opportunities and qualification measures*
- *special needs education programs and day-care facilities*

*We are well connected to the local economy and seen as a reliable partner for manufacture and service. We offer our customers highly sophisticated and comprehensive solutions.*

## 7. We perform reliably and are always ready for further development

Many people wish that we do a good job. We always check what they expected of us. And we also make proposals. Then we decide how we want to do the job. We check regularly that we work correctly. That is the reason why everyone can rely on us.

*We secure quality standards by acting economically and innovatively and employing goal- and customer orientation. We guide, document and check this with the help of a certified quality-management system.*

## 8. We all work together. That is our special quality

In our organization many people with different strengths work together. We talk about how to divide the work efficiently. Everyone working for us knows his or her tasks. Everyone can voice his or her ideas. We are all happy when we have finished a job successfully together. To work together is great fun for us.

*Short ways as well as interdisciplinary communication and efficient work flow make us both reliable and flexible. The people in our organization contribute considerably to the capacity for innovation. We rely on the professionalism of our staff and on their expertise and social competence. They ensure the participation and enthusiasm which are necessary to fulfil our mission successfully.*