

# Chrysalis

## Values in Action

### Board of Directors

# 1

## HOPE

- Create a governance framework that encourages board members to share their lived experiences and support each other.
- Include celebration of milestones and accomplishments as a strategic priority to boost morale and highlight success stories.
- Regularly review and acknowledge the impact of the organization's work, ensuring that successes are celebrated and shared.
- Leverage personal stories and success narratives in fundraising efforts to connect with donors on an emotional level.
- Foster a culture where community members feel encouraged to share their experiences and achievements.

# 2

## HEALING

- Establish guidelines that ensure respectful and empathetic communication during board meetings.
- Integrate healing and growth-oriented goals into the organization's strategic plan.
- Monitor the organizational climate to ensure that all experiences and feelings are welcomed and honored.
- Approach fundraising with sensitivity, acknowledging the diverse experiences and emotions of donors and beneficiaries.
- Create platforms for community members to share their experiences and feelings, contributing to collective healing.

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#### WELLNESS

- Implement wellness policies for board members, promoting self-care and collective well-being.
- Develop strategies that prioritize holistic wellness for both staff and the communities served.
- Ensure that organizational practices support both individual and community wellness.
- Advocate for funding that supports wellness programs and initiatives.
- Engage the community in wellness initiatives, emphasizing the importance of both self-care and community-care.

### 4

#### INCLUSION

- Adopt inclusive governance practices that ensure diverse representation on the board.
- Develop strategic initiatives aimed at increasing inclusion and ensuring that everyone feels valued and heard.
- Regularly review organizational practices to ensure inclusivity and belonging for all stakeholders.
- Ensure fundraising practices are inclusive, reaching out to diverse donors and acknowledging their contributions.
- Actively engage with diverse community groups, ensuring their voices are heard and valued.

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#### RESPECT

- Create governance structures that recognize and respect the expertise of board members and community stakeholders.
- Include strategies that prioritize listening to and incorporating the insights of those with lived experiences.
- Ensure decision-making processes respect the autonomy and expertise of individuals.
- Honor the stories and experiences of donors and beneficiaries, treating them as partners in the mission.
- Engage with the community in a manner that respects their knowledge and expertise about their own needs and care.

#### 6

#### TRANSPARENCY

- Implement transparent governance practices, including open access to information for all board members.
- Develop strategic plans in a transparent manner, involving all stakeholders in the process.
- Ensure that transparency is maintained in all organizational operations and communications.
- Be transparent about fundraising goals, processes, and outcomes to build trust with donors.
- Foster a culture of openness and transparency with the community, sharing information and involving them in decision-making

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# 7

## CONNECTION

- Promote governance practices that emphasize the importance of connection and community partnerships.
- Include the development and strengthening of community partnerships as a key strategic priority.
- Regularly assess the effectiveness of community partnerships and the sense of shared humanity within the organization.
- Build connections with donors by emphasizing shared humanity and the impact of community partnerships.
- Actively work to build and maintain partnerships with community organizations, fostering a sense of shared purpose

# 8

## SOCIAL JUSTICE

- Adopt governance practices that reflect a commitment to social justice and equity.
- Develop strategic initiatives aimed at challenging stigmas and advocating for systemic change.
- Ensure that the organization's activities align with its social justice mission and values.
- Focus on raising funds for programs that promote social justice and equity.
- Engage with the community to identify and address systemic issues, working together to push
- for meaningful change