



## The YNPN Chicago Way - This is how we do things here.

- 1 We are emotionally committed to achieving our mission of strengthening the nonprofit community.** We see this not as just another board service, but as a chance to be an important part of a social movement that is working to make our city, and subsequently our country, a truer reflection of who we really are as a society.
- 2 We are professionals in all that we do in support of our mission.** We recognize that we cannot achieve social change unless we create a successful non-profit business to support our vision. We run our non-profit business with care for how we use the resources.
- 3 We recognize that effort and enjoyment tend to go hand in hand.** We find ways to enjoy the hard work necessary to do what we are trying to do. We know that life is short, and we want to enjoy the journey as well as the destination, and to achieve balance between our board service and the rest of our lives.
- 4 We go the extra mile for each other and for our members.** The people we serve are on a journey that we are called to be a part of - we always try to go above and beyond to help them move forward in that journey. To achieve our mission, our partners need information & tools they can use in a timely manner. When we can't meet their needs, because it falls outside our mission or is beyond our resources at the current time, we clearly say so rather than leave them hanging.
- 5 Mistakes happen - we learn from them, and move on.** Because we are striving for social change that has never been fully accomplished before, we know that mistakes are inevitable. We acknowledge mistakes, discover how we might do it differently next time, and move on. We know that by holding on to mistakes, we cannot be present in our work and therefore cannot fully serve what's happening right now.
- 6 We continue to innovate.** We have a relentless commitment to continuous improvement. We constantly look for better ways to do established things and important new things that can further our mission.
- 7 We Debate and Commit rather than Smooth and Avoid.** We turn over the rocks and look carefully at the problems we face and then we challenge each other, even outside the parameters of our position, when we think there is a better way or a problem to be fixed. We believe that showing "leadership" makes us better and more productive, and we are committed to being leaders, each of us, even when it's uncomfortable.
- 8 We exemplify respect, and require it in return.** Maya Angelou once wrote "people will forget what you did, but will never forget how you made them feel". We speak to those we serve (our members), our partners and each other with great respect and always strive to ensure that those we encounter feel heard. This respect is reflective in how our mission manifests itself in the world, and we therefore require that same respect of all those who choose to be a part of this movement.