



## VOC Guiding Principles

**Purpose:** To connect people to our public lands and natural resources and inspire stewardship.

**Values:** To foster a welcoming, inclusive and collaborative culture that encourages stewardship – of the outdoors, of the volunteer experience, and of our organization’s sustainability.

As VOC employees and volunteer leaders, we are committed to the following principles:

### COLLABORATION AND RESPECT

- We work together toward a shared mission and success, understanding the importance of and contributing to all parts of the organization, programs and projects.
- We strive to support, advocate for, and inspire each other to achieve our mission and do our best work.
- We respect each other and all our constituents, communicating openly and without judgment.
- We commit to cultivating relationships that strengthen and foster our community.
- We act with integrity and inclusivity and remember the golden rule in everything we do.
- We seek opportunities to collaborate for the good of the mission.

### STEWARDSHIP

- We serve as model environmental stewards and share that passion with others.
- We are good stewards of VOC resources, relationships, and organizational operations.
- We consider the long-term implications of every decision on VOC's mission, on organizational and environmental sustainability and on our entire community.
- We are dedicated to delivering successful volunteer experiences.

### LEARNING

- We honor VOC's long history and volunteer leadership, while seeking ways to engage the public and new leaders.
- We encourage and enable ongoing learning by staff, the board, volunteers, and supporters.
- We strive for excellence in everything we do, exploring new opportunities, and learning from every challenge.
- We recognize the importance of mentoring, engaging, and teaching people at every opportunity.

VOC employees and volunteer leaders have the opportunity and responsibility to be model environmental stewards and to share our passion for conservation and environmental stewardship with our communities.