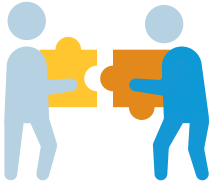


Our DNA Code



Equity: You belong here

We value a diverse team and celebrate different cultures, beliefs, experiences and talents. We are open to learning more about cultures. We recognize and honor each person's voice and encourage everyone to share their perspectives. We treat all team members, youth, parents and partners with respect and hold their dignity, humanity and safety above all else.



Teamwork: This is how we do it

We strive to work as one team, build each other up, and be each other's biggest cheerleaders. We utilize people's strengths and help one another in areas of growth. We actively problem solve together and find commonality in challenges. We give credit when credit is due. We extend grace and support, and try to see others' points of view. We communicate what we need and offer help across all departments. We strive to make each other look good. We give our best and work together to execute our mission.



Communication: Let's talk about it

We communicate professionally, positively, empathetically and with care. We show up authentically and fully. We approach conversations with curiosity and the desire to understand each other. We are open to feedback and approach it with the desire to continuously grow and learn. We take responsibility for our mindset, attitude, behavior and choice of words. We do not gossip. We communicate transparently and respectfully with each other. If communicating with the person directly doesn't work, we engage the appropriate leadership.



Accountability: We own it

Each staff is held to the same high standard regardless of their position; we do not play favorites. We strive to promote within, ensuring that staff feel valued and support each team member in their personal and professional growth. We hold ourselves accountable to work efficiently, meet deadlines, and manage our time effectively and our resources responsibly.



Growth Mindset: Anything is possible

From the top down, we set clear goals and expectations that challenge us to do better work every day. We strive for excellence in all we do, and we seek feedback and guidance from others to ensure we are achieving this. We accept mistakes with grace, and raise our standards to avoid repeating them. We don't give up when we get stuck, and we get back up when we fall. We dig deep to discover creative and bold solutions. We are committed to being lifelong learners with open minds, always looking for ways to challenge ourselves and others to grow professionally.



Opening Doors: Count on me

We take pride in creating a world-class Club experience, where all youth feel welcome, comfortable, and safe. Constantly guided by our mission, we are committed to advocating for youth, and creating a level playing field. We are positive role models, and we approach our work with a youth-first mindset. We are here in service to our families, our youth, and our community. Our door is always open.