

COMMUNITY SHARES VALUES

We value working for progressive social change made on a systemic or institutional level in communities throughout Tennessee. To that end we value:

- The just distribution of wealth, resources and power
- Giving people the tools to act together to affect change on a systems level
- The elimination of social, economic, cultural and political barriers that keep any person from fully participating in society
- Collective action on a systems or institutional level to bring about significant progress towards equity and justice
- Everyone being treated with dignity and equality and being free from discrimination
- Self-determination and empowerment for all people
- That the people affected by an issue (or problem) help make the decisions about solutions and strategies
- Respect and sustainability for the environment
- Working together to end racism.
- The right of organizations to follow their conscience in compliance (or non-compliance) with unjust laws
- The connection of local issues to national and global ones.
- Funding organizations -- not individuals, a few people or projects.
- The inclusion of member groups based on their work for progressive social change and their strength as an organization. We will not exclude organizations from membership based solely on them being "controversial". We will not add member groups based solely on their ability to bring in more money.
- Collective fundraising and networking among our member groups
- Donors controlling where their donation goes no matter what size the gift.
- Creating a base of steady financial support for our member organizations.
- Funding and supporting progressive social change organizations in Tennessee.

We value fairness and equality in CS and our member groups. To that end we value:

- Diversity within Community Shares and our member organizations
- Working in an intentional manner to combat all forms of racism, including institutional racism and being willing to look critically at our own weaknesses in this area
- Non-discrimination within CS and our member organizations.
- A unified approach to new workplace campaign development and operation. We will not sacrifice or remove one of our groups to satisfy the wishes of a workplace campaign.
- A cooperative work environment that is respectful of differences
- Open communication between supervisors and employees that includes employees responding positively to direction and guidance and supervisors being forthright and constructive in identifying problems
- Integrity on all levels of our organization with individuals acting in the best interest of the whole organization and identifying and eliminating conflicts of interest
- Constituencies of people affected by problems being included in decision-making and governance within member organizations.
- Accountability to the communities served by CS and our member organizations
- Treating those within our organizations with the dignity, respect and equity that we expect in our larger communities
- That individual member groups are accountable to Community Shares as a whole
- Providing steady support and assistance to member organizations through the natural ebbs and flows of organizational life while also maintaining our commitment to high quality work and donor accountability.

We value working together to create a strong statewide organization. To that end we value:

- Diversity in kinds of organizations that are members – their locations, their issue focuses, their strategies and tactics, their governance structures, their size
- Taking the time when making large organizational decisions to work until we can get to a place of broad support and buy-in across the organization
- Mutual respect (not total agreement) among our member groups

- Shared and equitable participation by member groups in the work of Community Shares, both with financial support and participation
- Shared and equitable distribution among full member groups of the (undesignated) money raised by Community Shares in the workplace campaign
- Growth of our organization in a manner that continues to provide stable support to our member organizations.
- Our own employees working with a high level of quality, accuracy, integrity and effectiveness
- Our own employees working to achieve the objectives of Community Shares in compliance with the CS philosophy, policies and procedures
- Providing our employees a living wage and good benefits, including health insurance, paid leave, pension and staff development opportunities
- Regular employee evaluation processes that provide feedback and opportunities for growth, not judgment

We value the trust of our donors. To that end we value:

- The money we raise is being spent responsibly and by organizations that are working to make a difference.
- Our member organizations have goals that advance their mission and make regular and reasonable progress towards their goals with ways to evaluate that progress
- That our member groups are not members of other federated workplace campaigns in Tennessee
- Maintaining standards that provide transparency, donor control and fairness in our operations.
- Always (within our abilities) honoring a donor's designation.
- Compliance with federal and state solicitation laws by CS and our member groups.
- That CS and our member organizations are free of fiscal fraud or mismanagement
- That our member organizations are doing the work they say they are doing

We value choice in giving in workplace fundraising. To that end we value:

- Supporting a national movement for choice in giving both financially and with our time.
- Membership in Community Shares USA.
- Including all federations who meet the criteria for admission in a workplace giving campaign.
- Equal representation of all federations in a workplace giving campaign.
- Fair and equitable distribution of monies and expenses in workplace giving campaigns.
- Donors being free to choose whether or not to give without any coercion from federations or employers.