



## Santropol Roulant's Core Principles of Engagement

1. **People as gifts** - Each person who comes in contact with Santropol Roulant is seen as a whole person with many dimensions that, when given space to flourish, feed the organization's vibrancy, capacity to innovate, and overall effectiveness.
2. **Relational productivity** - Creating the space and skills for healthy interpersonal and group communication are essential and highly productive aspects of organizational life.
3. **Comfort with change** - We embrace change and uncertainty as opportunities to learn and evolve. For a youth-run organization such as Santropol Roulant, staff and volunteer turnover are necessary and positive elements of our organizational rhythm.
4. **Cultivating individual learning and organizational creativity** - We value personal growth, curiosity and play as essential to Santropol Roulant's dynamism and productivity.
5. **Collaborative leadership** - We strive to be deeply participatory, sharing decision-making and leadership in a way that contributes to everyone's learning and growth while we deliver on our mission.
6. **The importance of space** - We pay attention to the state and arrangement of the physical space as it affects the way people relate to the organization and to each other.
7. **Gravitational structuring** - We invite people to involve themselves in the tasks, projects, conversations, and decisions that they are drawn to based on their own interests and curiosities.
8. **Coherence** - We aim to live our deepest values in all our relationships: with clients, staff, board members, volunteers, funders, partners, neighbours, etc.
9. **Community building** - We strive to become a living expression of the change we want to see in the world, rather than simply an instrument for that change.