



Minnesota Council of Nonprofits' Stated Values

MCN celebrates the power of **COMMUNITY** through:

- cultivating mutual care in the sustained health and success of the nonprofit sector and the communities they serve
- honoring the history and work of others and trusting that communities closest to systemic inequities know what they need to thrive
- listening, connecting, and convening for the purpose of informing our collective work
- utilizing our own privilege and power and being intentional about when to advocate, represent, amplify, listen, or step back
- holding the complexity and polarization of our current context, seeking to work across differences toward common goals

MCN listens to build and act to earn **TRUST** through:

- focusing on work that is meaningful and achievable - big enough to make a difference; focused enough to get done
- being dependable, reliable, and consistent in offering high-quality services, research, advocacy, and programs
- matching what we say and what we do with priorities and goals that are collaboratively designed with communities most impacted
- working to balance our mission and business objectives to be impactful in the sector and sustainable as an employer

MCN actively works to co-create a **JOYFUL** and **LIBERATED** world through:

- centering racial equity in our work to end disparities in power, money, access, resources, and decision making, because the greatest disparities are linked to race
- cultivating an awareness of our organizational and personal power and privilege and the impact of our work, and equipping nonprofits to do the same
- Aligning and designing programs, services, and advocacy to address the greatest and most urgent needs of members, especially for rural-based and under-resourced organizations

MCN is an organization that values **LEARNING** through:

- deepening our expertise on the topics and issues that matter most to nonprofits, and our ability to share in accessible and engaging ways
- being generous with information for the purpose of strengthening our own advocacy on behalf of the nonprofit sector and the communities they serve
- demonstrating curiosity, humility, and transparency about our learnings on a wide spectrum of perspectives and approaches and acknowledging we do not have all the answers
- being willing to try new things and adjusting as we go; being vigilant against inequities that often occur in data and research practices, and actively working to counter them