

CATALYTIC COMMUNITY BUILDING ORGANIZATIONS

CORE COMPETENCIES AND PRACTICES

CREATING INCLUSIVE COMMUNITY

1. **Sí Se Puede (Can-Do Attitude)** – We are optimistic, and inspire hope and action; we are willing to do what's needed; we are persistent and in it for the long haul; we build capacity to ensure sustainability and resilience.
2. **Living into "We = Community"** – We know our community, its history, and people's stories; we respect our community; we value and use local assets and resources; we model a community building mindset; we act *with* the community.
3. **Engaging the Community** – We show up and immerse ourselves in community culture; we create space to bring people together to connect; we reach across cultures and sectors; we go beyond invitation to meaningful inclusion with a willingness to be transformed by differing perspectives and experiences.
4. **Committed to All of the Community** – We reflect the community we serve; we build our awareness and skills, as well as organizational policies and practices to support diversity, equity, and inclusion; we expect challenges and discomfort; we take responsibility; we find allies and bring others along; we persevere.

PRACTICING PRINCIPLED LEADERSHIP

5. **Building Relationships of Trust** – We make time to build personal relationships; we engage with inquiry and care; we are intentional and open to what emerges in relationships; we are reliable and follow-through.
6. **Sharing Power & Ownership** – We inspire and empower others to inform and influence our work; we act with humility; we are accountable to our peers and community; we focus on accomplishments not credit.
7. **Acting with Moral Courage** – We stand up for our values; we are committed to justice; we practice truth telling; we have the will to take risks for the greater good.

BUILDING A CULTURE OF LEADERSHIP

8. **Action-Oriented Leadership** – We maximize momentum; we offer humble, visionary leadership; we are able to move that vision into collective action; we track progress to ensure accountability and results.
9. **Creating Shared Vision & Values** – We co-create our vision and values; our vision and values are owned by the whole organization - not single individuals, and are embraced by the community.
10. **Responsive & Learning-Oriented** – We invite all perspectives; we listen actively and empathetically; we translate community input into action; we mobilize around feedback and data; we don't always say yes.
11. **Developing & Broadening Leadership** – We believe that leadership is an action all can take; we create space for leadership to emerge; we actively support and mentor people to lead.

INFLUENCING SYSTEMIC CHANGE

12. **Adaptive & Innovative** – We understand the systems we are operating in; we use a systems perspective in our planning; we build capacity that allows us to be nimble and innovate in response to change (internally and externally); we go beyond traditional models.
13. **Networked & Collaborative** – We maintain a collaborative mindset; we partner strategically and for mutual benefit; we intentionally connect people in our networks; we adopt a comprehensive and inclusive lens for our work.
14. **Leveraging Institutional Power** – We amplify voices of the community; we use our organizational platform to build bridges and inspire collective action; we work to influence systems and policies that impact our mission.