



Our Core Values:

"Change moves at the speed of trust." --- Stephen Covey

To best work together, we should share the following core values:

- ◆ Integrity and transparency in the way business is done regarding fundraising, finances, and relationships
- ◆ A willingness to trust the process and each other
- ◆ A recognition that there is no quick fix to changing patterns
- ◆ A willingness to explore the unknown
- ◆ A belief that our work is serving a higher purpose

Code of Ethical Conduct:

- ◆ Nonprofit Growth Advisors serve clients with integrity, honesty, competence, objectivity, and professionalism, helping them to build their philanthropic expertise and capacity.
- ◆ Nonprofit Growth Advisors only accept assignments that we have the necessary experience and competence to perform effectively.
- ◆ Nonprofit Growth Advisors offers flexible fee for service models that are reasonable and commensurate with the services to be delivered and accommodate the needs of the organizations we're serving.
- ◆ Nonprofit Growth Advisors establish a mutual understanding with clients about the objectives, scope of work, and work plan as well as realistic expectations about the results of the services to be rendered before accepting any assignment. If changes in the scope of work arise during the assignment, we will discuss and negotiate adjustments in good faith.
- ◆ Nonprofit Growth Advisors adheres to the AFP's Donor Bills of Rights.
- ◆ Nonprofit Growth Advisors will refrain from inviting an employee of an active or inactive client to consider alternative employment without prior discussion with the client.
- ◆ Nonprofit Growth Advisors respectfully decline any offers to serve on a client's board and avoids conflicts of interest or the appearance thereof and immediately disclose to clients any circumstances that may influence judgment or objectivity.
- ◆ Nonprofit Growth Advisors never works on commission and makes no exceptions to that rule.

Inspired by National Network of Consultants to Grantmakers code of ethical conduct