



# CHARTER

*We are a youth-driven, human-centered social enterprise. Our mission is to cultivate and catalyze youth leaders to build more just and sustainable communities. We share a vision wherein SERES experience has inspired millions of people to contribute in personal and meaningful ways towards transforming our systems, societies and cultures to create a world brimming with wellbeing. We do this by providing transformative, fun, inspiring and engaging programs and events that allow people to connect with themselves and others and unleash their true potential as a changemaker. It's our hope for you too!*

## Our Values

- **Dedication and Impact:** we are not satisfied with the status quo and we are dedicated to take steps and joining forces with unlikely allies to promote justice, respect and wellbeing for current and future generations;
- **Authenticity and Integrity:** SERES stands for idealism, creativity, passion, flexibility, ingenuity and diversity;
- **Wellbeing and Wholeness:** fun, meaning and friendship drive us, but we do not hesitate to stand up for our personal needs;
- **Radical Collaboration Mindset:** we give everyone the opportunity to reach her/his full potential within a context of inclusion, competence and openness;
- **Learning Culture:** be ambitious, be brave, dare to doubt yourself and enjoy the right to fail, as a path to innovation;
- **Appreciative Leadership:** we actively practice a model of appreciative leadership through indagation, illumination, inclusion, inspiration and integrity.

## About the SERES network

SERES is a network of youth leaders, inspired, empowered and equipped to lead the transition towards a more peaceful, just and sustainable society.



SERES' youth leaders are the “unlikely” leaders, on the front lines of enormous political, social, environmental and economic changes, making a stand for justice and equality for people and the planet. They are brave, courageous, bold, passionate and committed.

United under the phrase “Somos SERES” (We are SERES), these young people are part of a family that crosses traditional boundaries of race, class, culture, politics, wealth, education and religion. Activators, change makers, movers and shakers, empowered with their own sense of agency and desire to create change, these young people are changing the status quo.

## Your Rights and Obligations as a Member of SERES

Our members are comprised of all the people that work or contribute one way or another to SERES' mission and vision. They are comprised of volunteers, employees, Fellows, board members and other folk who believe in our vision and mission and want to bring the SERES experience to as many people as possible. Following this Charter is one way to ensure we do that in a transparent, equitable and just manner.

### TRANSPARENCY

SERES is committed to providing clear information to its members via social media, emails, general assemblies and other meet-ups. We communicate openly and share any information that you might need (within reason & confidentiality).

### RIGHT TO SPEAK AND VOTE

Every member is invited to voice his/her point of view at the general assembly or any other meet-ups. Members have official voting rights at the general assembly.

### RADICAL COLLABORATION WITH YOU

To the best of our abilities, we strive to:

- Provide each member the adequate support and training to allow you to reach your full potential;
- Ensure that your responsibilities are in line with your competencies and interests;
- Foster trust and cooperation within all SERES teams and collaborations.



## YOUR DEDICATION

You commit to spend the necessary time to fulfill your role at SERES, to get to know our values and to respect them. You commit to becoming familiar with our ways of working and bringing your best self to the work. All your activities must be aligned with SERES' purpose.

## SUSTAINABILITY IN PRACTICE

It's crucial for our integrity and sense of purpose that we walk the talk on sustainability. This is why you'll see that we make an effort to eat locally-sourced food, use reusable cups and plates and try to minimize on waste and resource use in our events and meetings. Our members also strive to implement aspects of a low-impact lifestyle in their private lives. When organizing any SERES-branded activity, please keep in mind our commitment to sustainability and if you have any questions - just ask!

## INCLUSION, DIALOGUE, DIVERSITY

SERES is a secular, nonpartisan organization that strives to create a diverse community that respects differences through dialogue and understanding. We strive to foster a climate of purposeful inclusion by welcoming all people. We value the diversity of racial and cultural identity and background, nationality, sexual orientation, gender identity and its expression, religious background and belief, marital status, family structure, age, mental and physical health and ability, political perspective, and educational and class status.

## PRACTICALITIES ON MEMBERSHIP

In general, your membership is for life. Just like family, once you join the SERES community, you're stuck with us :-)

Except if you (or SERES) wants to stop the membership, which can be done at any time with a simple email or letter.

There are no membership fees.



## Your Agreement

By signing this charter you become a member of SERES and commit to following the values and agreements outlined herein.