

CHALLENGE INDUSTRIES, INC.

WHAT WE VALUE

Workplace Environment

- A dynamic workplace environment with flexible roles
- A creative atmosphere
- Independence and teamwork
- Learning and growing
- Respect for all (staff, program participants, business customers, donors)
- Being a player in the community

Ethics

- Professionalism
- Integrity
- Open and honest communication
- Financial accountability

Philosophy

- Community support
- Advocacy for the cause
- Abilities and strengths in staff and program participants
- A belief that people can and should work
- Inclusion

Leadership

- Responsive and respectful leaders
- An inclusive decision-making process
- Clear two-way communication
- Accountability (financial & programmatic)
- Leaders leading by example)
- Long range planning
- A diverse Board of Directors with a variety of representations