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### **BCLT Guiding Principles**

**The Black Canyon Land Trust developed guiding principles to document values of the organization. Guiding principles direct decisions made by the Board of Directors.**

### **Operating Principles**

#### **BCLT shall:**

Only work with landowners that participate voluntarily.

Participate in political activities that only further the mission of the land trust and are non-partisan and non-confrontational.

Provide landowners alternatives to development of their land.

Be responsive and respectful to landowners.

Be responsive to community conservation needs.

Seek partnerships and opportunities to collaborate.

Maintain landowner confidentiality as a priority of the organization.

Treat each landowner as an individual and reflect landowner desires in land conservation activities.

Respect private property rights.

Set realistic expectations for the organization.

Act honestly and with integrity.

Seek consensus regarding decisions, whenever possible.

{Individual Board Members} Accurately represent actions of the whole board, support decisions once they are made, and be respectful of each other.

Recognize and avoid conflicts of interest.

Seek and respect community input.

Promote community education and outreach as a priority -- to create a coalition of conservation supporters.

Foster cooperation with local and county governments.

## **Organizational Principles**

### **BCLT shall:**

Remain a freestanding, independent organization.

Ensure the organization is sustainable in perpetuity.

Strive to have diverse representation and to be inclusive of all segments of the community.

Be accountable to the community through excellent fiscal and organizational management.

## **Conservation Principles**

### **BCLT shall:**

Strive to preserve agricultural lands that provide critical mass and have the potential of preserving viable agriculture.

Strive to preserve intact ecosystems for plants and animals.

Strive to preserve land that provides for community separators.

Strive to preserve land that has scenic, cultural, historical, and recreational conservation values.

## **Human Resource Principles**

### **BCLT shall:**

Compensate all employees in a fair and competitive way.

Appreciate, respect, and fairly treat employees.

Provide adequate resource so employees can carry out the goals of the organization.

Provide employees with clear, written, expectations of their performance.

**Revised: November 2005**