

Tab 2

**Malnova versio:**

*Esperanto-USA is an organization which values establishing and promoting friendly relations among its members, the surrounding community, and the Esperanto community abroad. This includes respecting, accepting, and including all its members through listening and prioritizing member needs, collaborating with and empowering members, and interacting professionally in ways that highlight and support the stated mission of Esperanto-USA.*

---

**Nova versio:**

*Esperanto-USA fosters friendly ties among its members, local communities, and the broader Esperanto movement by listening to and empowering its members, prioritizing their needs, and acting professionally to advance our mission.*

*Esperanto-USA nutras amikajn ligojn inter siaj membroj, lokaj komunumoj, kaj la pli vasta Esperanto-komunumo pere de la aŭskultado kaj apogado de siaj membroj, prioritatigo de iliaj bezonoj, kaj pere de maniero profesia por antaŭenigi nian mision.*

Tab 1

**What's a value? Values are the shared principles and beliefs that guide how we act, interact, and make decisions as an organization.**

**Notes from Executive Committee retreat:**

- Inclusivity/Acceptance/Homaranismo
  - Operating based on the understanding that every human is equal and deserves respect and love
- Community
  - Establishing and promoting friendly relations with people in our community and Esperanto speakers abroad
- Listening to and prioritizing member needs
  - Why are members who don't attend conferences not coming?
- Empowerment
  - Empowering others to learn, grow, be in leadership positions
- Collaboration
  - Listening to others, co-creating
- Respectful, mission-focused interactions
  - Professionalism - we're a for real non-profit organization
  - Taking pride in the work/mission

**Values statement draft:**

Esperanto-USA is an organization which values establishing and promoting friendly relations among its members, the surrounding community, and the Esperanto community abroad. This includes respecting, accepting, and including all its members through listening and prioritizing member needs, collaborating with and empowering members, and interacting professionally in ways that highlight and support the stated mission of Esperanto-USA.

**Questions for ViA**

- Are there any values not reflected here that you believe should be part of Esperanto-USA's core?
  - Diverseco signifas... aĝo, loko, sekso, genro, socio-ekonomia, etno, lingvo, ktp.
  - Including ideas regarding how we are accessible to all, something that we are striving to make accessible to all facets of american life?
- What would make you proudest to say you are part of this community?
- What does community mean to you?
- How can we ensure our interactions are always inclusive and respectful, especially online or in disagreements?

- How can we create more opportunities for members to step into leadership or collaborative roles?

Dum la diskuto, Kinen metis en la babilejon la jenan ligon:

Ero de la statuto de Hungaria Esperanto-Asocio:

chrome-extension://efaidnbmnnnibpcajpcgicfindmkaj/https://esperantohea.hu/wp-content/uploads/2022/02/Statuto\_de\_HEA\_2022.pdf

9. La Asocio difinas surbaze de la spiriteco kaj principoj de la demokratio siajn organizon kaj agadon. Konforme al tio ĝi kunigas la Esperanto-agantojn – sen konsidero al naciaj, rasaj, seksaj, religiaj, politikaj, lingvaj, sociaj diferencoj kaj ŝtataneco.

Esperanto-USA is an organization which values establishing and promoting friendly relations among its members, the surrounding community, and the Esperanto community abroad. This includes respecting, accepting, and including all its members through listening and prioritizing member needs, collaborating with and empowering members, and interacting professionally in ways that highlight and support the stated mission of Esperanto-USA.

Tab 3

**Šajnas esti solvata**