

Serving with Integrity and Purpose

This Governance and Ethics Agreement outlines the principles and guidelines that will govern the operations, decision-making, and conduct of Thought Shift LLC, its Board of Directors, employees, contractors, and any affiliated individuals or organizations. Our commitment is to serve the community with integrity, fostering healthier habits and reducing harm, mindful of the sensitive nature of the challenges we address.

Governance Structure:

- Board of Directors: Thought Shift LLC will be governed by a dedicated Board of Directors responsible for:
 - Establishing the strategic direction and overall policies of the organization.
 - Ensuring adherence to our mission, values, and this Ethics Agreement.
 - Overseeing the financial health and sustainability of the organization.
 - Advising and supervising the Founder and Core Staff
 - Maintaining legal and ethical compliance.
 - Actively working to secure the resources necessary to fulfill our mission.
- Transparency and Accountability: The Board will operate with transparency, providing regular reports to stakeholders on the organization's activities, financial status, and progress towards its mission. Minutes of Board meetings will be maintained and made available as appropriate.
- Community Focus in Governance: The Board will strive to include individuals with diverse backgrounds and experiences, including those with lived experience related to the challenges Thought Shift addresses, to ensure our governance reflects the needs of the community we serve.