



MARC
Museum & Archives of
Rockingham County

Culture Commitment

Introduction:

The purpose of the Museum & Archives of Rockingham County's (MARC) Culture Commitment is to define clear expectations of our commitments to you as an organization and affirmation/ re-affirmation of your commitment to the standards we uphold. This document is an annual commitment for all MARC Board of Directors and staff members and will form part of a comprehensive orientation pack for new starters. The aim of which will be to continue a positive, supportive and collaborative work environment where we all work together for the betterment of the MARC.

Our Culture Commitment To You:

- Mission Delivery – MARC is committed to the delivery of its mission through all the work we do, “...dedicated to preserving, disseminating, and exhibiting the history, culture, human and natural resources of Rockingham County, North Carolina, for the benefit of present and future generations.”
- Continual learning – MARC is committed to listening and learning from the expertise of its team and sharing that knowledge to encourage the testing of new ideas.
- Support – MARC is committed to an environment that strives to see everyone succeed, celebrating our successes, provide a helping hand and helping grow each other's strengths and passions to better serve our communities.
- Inclusivity – MARC is committed to a welcoming environment where all are included. Recognizing that a diverse team helps us grow as an institution, become aware of new perspectives and challenges and ultimately provides a source of strength in delivering our mission to a wide range of communities.
- Respect – MARC is committed to valuing and respecting one another, approaching interactions with honesty and thoughtfulness and valued for what we contribute.
- Team Development – MARC is committed to the professional development of its team, through a variety of opportunities tailored to individual needs, for example, specialist projects, aspects of MARC's historic sites and operations, conferences and planned external visits.
- Transparency – MARC is committed to the highest levels of organizational transparency, from who our team members are, our programs, finances, goals and feedback, to engender public trust through honesty and accountability.

Your Culture Commitment To MARC:

- Service In Good Faith – Your service should be always undertaken for the benefit of MARC, not for personal, immediate family or household gain, non-authorized monetary compensation, exchange of services or any situations that present a clear conflict of interest.
- Mission Commitment – You are committed to the delivery of MARC’s historical, educational and environmental mission in its entirety.
- Cooperation – You are committed to effectively work towards common mission-driven goals within an apolitical institution. This includes attending meetings, working with a team consisting of diverse ethnicities, beliefs, political convictions and backgrounds and collaborating with external partners.
- Respect – You are committed to valuing and respecting every member of the MARC team and the public for whom we serve, approaching interactions with honesty, thoughtfulness and allowing space for each voice to be heard.
- Ambassador – You are committed to serving as an ambassador for the MARC, conducting yourself in a positive, professional and welcoming manner as one of the public faces of the organization.
- Discretion – You are committed to not sharing confidential, sensitive or proprietary data, materials and meeting discussions outside of the MARC team.
- Contribute – You are committed to sharing your knowledge and skills with the MARC team to help contribute to the organization’s success.

By signing below, I am confirming I have read the following document outlining MARC’s promises to me and my promises to MARC, hereby agreeing in good faith that I shall uphold my culture commitments and hold MARC accountable to its culture commitments.

Your Signature:

Signed: _____

Date: _____/_____/_____

Name: _____

Position: _____