



Flavours of Hope's Charter

Vision:

We envision a society where refugee newcomer women flourish and experience belonging in the community through cooking, storytelling, and entrepreneurship.

Mission:

To support and empower refugee newcomer women to earn a livable income and build social connections in the community through cooking and sharing culinary traditions and stories. To create intercultural spaces and opportunities to learn together and build relationships between refugee newcomers and other Canadians through sharing food, culture and stories.

WHO WE ARE

Flavours of Hope carries out its vision and mission by committing to these core values:

- *Hospitality* - We welcome people around a table and build cross-cultural connections and friendships through sharing food.
- *Resilience* - We honour women who rise above adversity and trauma with strength, courage, perseverance, and hope.
- *Equity* - We co-create opportunities to grow and lead in collaborative and inclusive ways.
- *Diversity* - We celebrate and share each woman's unique voice, story, and culture.
- *Transformation* - We witness progressive social, economic, and cultural change when women lead.

HOW WE ACT

Flavours of Hope thrives with community collaboration, including contributions from newcomer women, investors, partners, customers, and volunteers.

We champion female entrepreneurship by:

- Providing access, connections, and opportunities to newcomer women to showcase their abilities, skills, and ambitions
- Building community support and developing strategic partnerships with public, private, and non-profit sectors
- Participating in and facilitating events and programming
- Providing mentorship and peer support to newcomer women
- Amplifying and centering diverse voices and experiences

Flavours of Hope's primary participants are newcomer women who:

- Are represented on the Board of Directors
- Are part of the team and feel a sense of belonging
- Build self-confidence and capacity
- Gain new knowledge and skills for integration
- Develop community connections and networks
- Build meaningful relationships
- Practice English language skills
- Learn about Canadian history, culture, food system, and hospitality industry

Flavours of Hope is supported by secondary participants who contribute to:

- Financial development
- Mentorship
- Operations
- Facilitation
- Amplifying voices of primary participants

WHAT WE HOPE

We hope each newcomer refugee woman will thrive beyond Flavours of Hope's commitment to vibrant community and organizational health:

Vibrant Community

- Creating a committed community of women who contribute their voices, experiences, ideas, and talents in meaningful ways
- Increasing the number and diversity of women who feel confident, seen, and heard
- Building inclusive and equitable community and lasting friendships
- Developing opportunities for women to earn income and pursue entrepreneurship

Organizational Health

- Following a clearly articulated strategic vision born from our unique mandate
- Implementing a strategic plan with goals and impact measures
- Designing, implementing, and evaluating programs and projects
- Stewarding financial sustainability with sales, grants, and donations
- Recruiting and nurturing committed volunteers and staff
- Gaining the trust and commitment of customers, collaborators, partners, and investors
- Investing in leadership development