



Catalyst Journeys

Environmental, Social & Governance (ESG) Plan

Catalyst Journeys – Micro Healing Center
Updated Version 2.0 12/15/2025

Purpose of This Plan

This ESG Plan outlines Catalyst Journeys' commitments to environmental stewardship, social responsibility, ethical leadership, and community well-being. It reflects values-based practices that guide responsible operation beyond minimum requirements.

I. ENVIRONMENTAL RESPONSIBILITY

1. Sustainable Facility Operations

- CJ will make use of LED lighting and energy-efficient appliances.
- Use of live plants to help air quality.
- Monitor air quality and mitigate when necessary

2. Waste Reduction & Resource Management

- Recycling and composting available throughout the licensed premise.
- Digital-first documentation to minimize paper use.
- Preference for environmentally responsible products and supplies.

3. Ethical Purchasing & Supply Choices



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- Selection of vendors and suppliers that demonstrate ethical sourcing, sustainable production, and minimal environmental impact.
- Support of local and regional businesses when feasible.

4. Transportation & Carbon-Aware Practices

- Telehealth preparation and integration sessions offered when appropriate.
 - Encouragement of bicycle commuting, carpooling, and reduced travel where possible.
 - Periodic review of transportation-related environmental impact.
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II. SOCIAL RESPONSIBILITY

1. Safe, Inclusive, and Trauma-Informed Care

- Commitment to providing a physically, emotionally, and culturally safe environment.
- Trauma-informed and consent-based approaches integrated throughout all services.
- Clear, accessible communication that supports client autonomy and dignity.

2. Equity, Inclusion, and Accessibility

- Welcoming and inclusive environment for people of all identities, backgrounds, and abilities.
- Intentional attention to physical, sensory, and emotional accessibility.
- Ongoing education in cultural humility, bias awareness, and inclusive care.

3. Community Engagement & Support



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- Engagement with local wellness and mental health initiatives.
- Exploration of reduced-fee or sliding-scale services as business capacity allows.
- Commitment to being a respectful and positive presence in the Fort Collins community.

4. Staff Well-Being & Professional Development

- Support for continuous learning, consultation, and ethical development.
 - Emphasis on sustainable workloads, rest, and reflective practices to reduce burnout.
 - Encouragement of open dialogue, feedback, and collaborative improvement.
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III. VALUES-BASED GOVERNANCE

1. Public Benefit Corporation Intent

Catalyst Journeys is actively planning to become a **Public Benefit Corporation (PBC)**. This planned transition reflects a long-term commitment to:

- Balancing financial sustainability with positive social and environmental impact.
- Operating with accountability to clients, community, and the broader public good.
- Embedding mission-driven decision-making into the legal and ethical structure of the organization.

2. Ethical Decision-Making Framework



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- Organizational decisions guided by integrity, transparency, compassion, and client-centered care.
- Intentional attention to power dynamics, informed consent, and the ethical stewardship of natural medicine services.

3. Accountability & Feedback

- Regular internal reflection on environmental, social, and ethical impacts.
- Clear channels for confidential client and staff feedback.
- Commitment to learning from mistakes and improving practices over time.

4. Transparency & Responsible Communication

- Clear communication regarding services, costs, expectations, and organizational values.
- Written materials designed to be accessible, honest, and non-coercive.

5. Ethical Data Practices

- Respect for client privacy as a core ethical value.
- Minimal, intentional data collection aligned with care quality and integrity.
- Secure handling of sensitive information grounded in respect for dignity.

IV. CULTURAL RESPECT & INTEGRITY



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1. Honoring the Roots of Natural Medicine

- Acknowledgment that many natural medicine traditions originate in Indigenous cultures.
- Commitment to respect these traditions without appropriation or misrepresentation.

2. Integrity in Practice

- Practitioners do not claim cultural lineage or ceremonial authority they do not hold.
- Use of music, intention-setting, or contemplative elements is transparent, optional, and consent-based. Cultural or spiritual influences may be present in some materials and are offered as symbolic or reflective supports rather than as teachings or requirements.

3. Reciprocity & Giving Back

- Catalyst Journeys is exploring options to allow for greater accessibility to those that may not have the financial means to pay the standard market rate for services.
- Exploration of reciprocal partnerships aligned with the center's values.

V. ESG REVIEW & CONTINUOUS IMPROVEMENT



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Annual Reflection Areas

Environmental:

- Energy and resource use
- Waste reduction progress
- Paperless operations

Social:

- Client experience and satisfaction
- Accessibility and inclusion efforts
- Staff well-being indicators
- Community engagement

Governance (values-based):

- Alignment with Public Benefit goals
- Ethical decision-making processes
- Transparency and feedback outcomes

Commitment to ongoing refinement

This ESG plan is a living document Catalyst Journeys will review and update this plan annually. Improvements will be guided by staff input, client experiences, community need and evolving best practices in the natural-medicine field.