

## **Code of Ethics Policy Sojourn Landing**

This form must be signed and dated by all Board Members of Sojourn Landing.

The following code of ethics was adopted by the board and sets for the standards the board expects from its members.

1. **Leadership.** Board members should promote and support these principles by leadership and example. They should become familiar with and committed to the major responsibilities of a governing board:
  - a. Setting mission and purposes
  - b. Appointing/Supporting the chief executive
  - c. Monitoring the chief executive's performance
  - d. Assessing Board performance
  - e. Insisting on strategic planning
  - f. Ensuring adequate resources and good management
  - g. Relating to the community
  - h. Aiding in fundraising efforts
  - i. Preparing for meetings
  - j. Implement and follow a Conflict of Interest Policy
  - k. Implement and follow a Whistleblower Policy
2. **Love/Selflessness.** We live out the most powerful force in all the universe—love—God's complete unyielding, unconditional, unselfish love. Board members should make decisions in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their families or their friends.
3. **Integrity.** Board members should not place themselves under any financial or other obligation to outside individuals or organizations that might influence them in the performance of their official duties. They should comply with the conflict of interest policy and disclosure developed by the board. They should also follow through on their commitments and promises.
4. **Social Equity/Objectivity.** We affirm that everyone and everything exists because of Him; therefore, we aim to create a fair, just and healthy culture of inclusion, diversity and empowerment. In carrying out business, including making appointments, awarding contracts, or recommending individuals for rewards and benefits, board members should make choices based only on merit. They should refrain from actions that might prove embarrassing to Sojourn Landing and resign if such actions or involvement develop.
5. **Accountability.** Board members are accountable to the public for their decisions and actions and must submit themselves to whatever scrutiny is appropriate to their office. They should devote time to learn how Sojourn Landing functions – its uniqueness, strengths, and needs.
6. **Openness.** Board members should be as open as possible about all the decisions and actions they make. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands it. However, they should maintain the confidential nature

of board deliberations and to avoid acting as spokesperson for the entire board unless specifically authorized to do so.

7. **Honor/Honesty.** We commit to walking out truthful, transparent, dignified relationships with those who have been entrusted into our sphere. Board members have a duty to declare any private interest relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.
  
8. **Respect.** Board members should be committed to treat their employees with respect, fairness and good faith and to provide conditions of employment that safeguard their rights and welfare.

I accept and agree to abide by the Code of Ethics policy.

---

Board Member (Signature)

---

Board Member (Printed)

---

Position within the Board

---

Date