

## Statement of Covenant Sojourn Landing D.B.A. "The Landing"

Adopted by the board of directors [February 16, 2018, Amended February 28, 2023].

As a board member of Sojourn Landing A.K.A. "The Landing", it is understood that the duties and responsibilities include the following:

1. **I am morally responsible** for the health and well-being of this organization. As a member of the board, I have pledged myself to help define and realize the mission, which is to serve survivors of human trafficking and commercial sexual exploitation with a trauma-informed approach fueled by the love of Christ.
2. **I am fiscally responsible**, with the other board members, for this organization. It is my duty to know what our budget is, to be active in planning that budget, and planning the fundraising to meet that budget. It is my duty to ensure financial accountability and stability.
3. **I am legally responsible**, along with other board members, for this organization.
  - a. I am responsible to know and approve all policies and programs, and to oversee the implementation of policies and programs.
  - b. I will attend all board meetings unless circumstances beyond my control prevent my attendance, and I will be available for consultation with staff outside of board meetings, schedule permitting.
  - c. I will be prepared to discuss the business and issues pertinent to the organization through timely review of relevant information and materials sent prior to meetings.
  - d. I understand that if I am absent without excuse from regularly scheduled board meetings more than three times in a year that I will be asked to resign from the board.
  - e. I know that if I neglect my duties or if I act in bad faith, it may be possible for me to be held personally liable in suits brought by a private person, a business, a governmental entity, or even the organization itself. However, I understand that I am not responsible for the day-to-day operations of the organization as these are the responsibility of the Executive Director.
  - f. My one direct management responsibility, along with other members of the board, is the selection, support, evaluation, and if necessary, termination of the Executive Director.
4. **I will give** what is for me a significant donation. I may give this as a one-time donation each year, or I may pledge to give a certain amount several times during the year.
5. **I will help maintain a Strategic Planning Process** to ensure The Landing's mission is moving forward.
6. **I will work to raise money for Sojourn Landing**, in whatever ways are best suited for me. Raising money may include individual solicitation, helping with special events, writing mail appeals and the like. I am making a good-faith agreement to do my best and bring in as much money as I can.

7. **I will act with the care and loyalty** required of board members and put the interests of the organization first. I will observe the organization's conflict-of-interest policy in letter and spirit, taking care to disclose publicly any conflicts that arise in the course of my business or the organization's, and to recuse myself from decisions that create or appear to create a conflict of interest for me.
8. **I will work with and respect** the opinions of my peers who join me in this board service and to omit personal prejudices from board discussions.
9. **I will work to ensure** ethical conduct and practices with respect to all organizational activities. I will support diversity with respect to all aspects of operations.
10. **I will work to represent** this organization in a positive and supportive manner at all times and in all places; to honor confidentiality of all board and organizational discussions outside of the board setting.
11. **I will support in a positive manner** all Board actions, even when I am in a minority position with respect to such actions.
12. **I promise to preserve the investment of time and money** made over years by all the donors and volunteers who created this organization and brought it to this point. Every board member is making a statement of faith to carry out the above agreements to the best of our ability, each in our own way, with knowledge, approval, and support of all.
13. **I will sit on a committee and lend my expertise to The Landing's** staff and Board. I will honor all my committee assignments.
14. **I will stay educated** about The Landing which will help me make informed decisions at the Board level and stay passionate about the mission and operations of The Landing.
15. **I promise to fulfill my responsibilities,** as outlined in the Board of Directors Responsibilities documents.

In its turn, Sojourn Landing is responsible to me in a number of ways:

1. **I will be sent,** without request, regular financial reports that allow me to review Sojourn Landing's financial position.
2. **I can call** on the paid staff to discuss program and policy, goals, and objectives.
3. **Board members and staff will respond** in a straightforward and thorough fashion to any questions I have that I feel are necessary to carry out my fiscal, legal, or moral responsibilities to this organization.

**I accept and agree to abide by the Statement of Covenant, Statement of Faith, Code of Ethics and Bylaws.**

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Board Member (Signature)

Board Member (Printed) \_\_\_\_\_

Position within the Board \_\_\_\_\_

Date \_\_\_\_\_