

Chisago Lakes Beyond the Yellow Ribbon Code of Ethics

Goal:

1. To establish a set of principles and practices for the Chisago Lakes Beyond the Yellow Ribbon board members and volunteers that will set parameters and provide guidance and direction for conduct and decision-making.

Mission Statement:

1. Chisago Lakes Beyond the Yellow Ribbon has a clearly stated mission and purpose, approved by the board members and volunteers, in pursuit of the public good.
2. All the volunteering and events support that mission. All who work for or on behalf of Chisago Lakes Beyond the Yellow Ribbon understand and are loyal to that mission and purpose.
3. The mission is responsive to the public and communities served by Chisago Lakes Beyond the Yellow Ribbon and of value to the society at large.

Code of Ethics:

1. Board members and volunteers of the Chisago Lakes Beyond the Yellow Ribbon are committed to observing and promoting the highest standards of ethical conduct in the performance of their responsibilities on the board of Chisago Lakes Beyond the Yellow Ribbon.
2. Board members and volunteers pledge to accept the code as a minimum guideline for ethical conduct.

Accountability:

1. Faithfully abide by the Articles of Incorporation, by-laws, and policies of Chisago Lakes Beyond the Yellow Ribbon.
2. Exercise reasonable care, good faith, and due diligence in organizational affairs.
3. Fully disclose, at the earliest opportunity, information that may be perceived or may result in conflict of interest.
4. Fully disclose at the earliest opportunity, information of facts that would have significance in board decision-making.
5. Remain accountable for prudent fiscal management to association members, the board, and nonprofit sector, and where applicable, to government and funding bodies.

Confidential Information

1. Respect the confidentiality of sensitive information known due to board services.

Collaboration and Cooperation

1. Respect the diversity of opinions as expressed or acted upon by the Chisago Lakes Beyond the Yellow Ribbon board, committees, and volunteers.
2. Promote collaboration, cooperation, and partnership among members and the community businesses and citizens.

Equal Opportunity

1. Ensure the right of all members to appropriate and effective services without discrimination and in accordance with all applicable legal and regulatory requirements.

Fundraising

1. Chisago Lakes Beyond the Yellow Ribbon that raise funds from the public or from donor institutions are truthful in their solicitation materials and intended purpose.
2. Chisago Lakes Beyond the Yellow Ribbon respects the privacy concerns of individual donors and expend funds consistent with donor intent.
3. Chisago Lakes Beyond the Yellow Ribbon will disclose important and relevant information to potential donors.
4. Donors may have access to Chisago Lakes Beyond the Yellow Ribbon's most recent financial reports.

5. Donors are free to ask questions when making a donation and to receive prompt, truthful and forthright answers.
6. Chisago Lakes Beyond the Yellow Ribbon will make sure donors receive appropriate acknowledgement and recognition.

Governance

1. Chisago Lakes Beyond the Yellow Ribbon has an active governing body that is responsible for setting the mission and strategic direction of Chisago Lakes Beyond the Yellow Ribbon and oversight of the finances, operations, and policies of Chisago Lakes Beyond the Yellow Ribbon.
2. Ensures that its board members have the requisite skills and experience to carry out their duties and that all members understand and fulfill their governance duties acting for the benefit of Chisago Lakes Beyond the Yellow Ribbon and its public purpose.
3. Has a conflict-of-interest policy that ensures that any conflicts of interest or the appearance thereof are avoided or appropriately managed through disclosure, recusal, or other means.
4. Ensures that the chair and board members provide the governing body with timely and comprehensive information so that the governing body can effectively carry out its duties.
5. Ensures that Chisago Lakes Beyond the Yellow Ribbon conducts all transactions and dealings with integrity and honesty.
6. Ensures that Chisago Lakes Beyond the Yellow Ribbon promotes working relationships with board members and volunteers, and program beneficiaries that are based on mutual respect, fairness, and openness.
7. Ensures that Chisago Lakes Beyond the Yellow Ribbon is fair and inclusive in its promotion policies and practices for all board, staff, and volunteer positions.
8. Ensures that policies of Chisago Lakes Beyond the Yellow Ribbon are in writing, clearly articulated and officially adopted.
9. Ensures that the resources of Chisago Lakes Beyond the Yellow Ribbon are responsibly and prudently managed; and,
10. Ensures that Chisago Lakes Beyond the Yellow Ribbon has the capacity to carry out its programs effectively.

Legal Compliance

1. Chisago Lakes Beyond the Yellow Ribbon is knowledgeable of and complies with all laws and regulations.

Personal and Professional Integrity:

1. All board members and volunteers of Chisago Lakes Beyond the Yellow Ribbon act with honesty, integrity, and openness in all their dealings as representatives of Chisago Lakes Beyond the Yellow Ribbon.
2. Chisago Lakes Beyond the Yellow Ribbon promotes a working environment that values respect, fairness, and integrity.

Professional Excellence

1. Maintain a professional level of courtesy, respect, and objectivity in all Chisago Lakes Beyond the Yellow Ribbon activities.
2. Strive to uphold those practices and assist others Chisago Lakes Beyond the Yellow Ribbon members of the board in upholding the highest standards of conduct.

Personal Gain

1. Exercise the powers invested for the good of all members of Chisago Lakes Beyond the Yellow Ribbon rather than for his or her personal benefit, or that of the nonprofit they represent.

Program Evaluation

1. Chisago Lakes Beyond the Yellow Ribbon regularly reviews program effectiveness and has mechanisms to incorporate lessons learned into future programs.

2. Chisago Lakes Beyond the Yellow Ribbon is committed to improving program and organizational effectiveness and develops mechanisms to promote learning from its activities and the field.
3. Chisago Lakes Beyond the Yellow Ribbon is responsive to changes in its field of activity and is responsive to the needs of its constituencies.

Responsible Stewardship

1. Chisago Lakes Beyond the Yellow Ribbon and its subsidiaries manage their funds responsibly and prudently.
2. It spends a reasonable percentage of its annual budget in pursuance of its mission.
3. Organizations ensure that all spending practices and policies are fair, reasonable, and appropriate to fulfill the mission of Chisago Lakes Beyond the Yellow Ribbon.
4. All financial reports are factually accurate and complete in all material respects.

Transparency

1. Chisago Lakes Beyond the Yellow Ribbon provides comprehensive and timely information to the public and all stakeholders and is responsive in a timely manner to reasonable requests for information.
2. All information about Chisago Lakes Beyond the Yellow Ribbon will fully and honestly reflect the policies and practices of Chisago Lakes Beyond the Yellow Ribbon. Basic informational data about Chisago Lakes Beyond the Yellow Ribbon, such as financial statements will be available to the public.
3. All solicitation materials accurately represent Chisago Lakes Beyond the Yellow Ribbon's policies and practices and will reflect the dignity of program beneficiaries.
4. All financial, organizational, and program reports will be complete and accurate in all material respects.

Approved: Chisago Lakes Beyond the Yellow Ribbon, Board of Directors

Signature: _____ Date: _____

Signature: _____ Date: _____