

# Tuscarora Council Statement of Values and Code of Ethics

## Statement of Values

The values of the Tuscarora Council include:

- Commitment to the public good.
- Accountability to the public.
- Commitment to the law.
- Respect for the worth and dignity of individuals.
- Inclusiveness and social justice.
- Respect for pluralism and diversity.
- Transparency, integrity and honesty.
- Responsible stewardship of resources and commitment to excellence and to maintaining the public trust.

All staff, board members and volunteers of the Tuscarora Council act with honesty, integrity and openness in all their dealings as representatives of the council. The council promotes a working environment that values respect, fairness and integrity.

## Tuscarora Council Mission

The council has a clearly stated mission and purpose, approved by the executive board, in pursuit of the public good. All of its programs support that mission and all who work for or on behalf of the council understand and are loyal to that mission and purpose. The mission is responsive to the constituency and communities served by the council and of value to the society at large.

## Tuscarora Council Governing Body

The council has an active governing body that is responsible for setting the mission and strategic direction of the council and for the oversight of the finances, operations and policies of the council. This governing body:

- 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 the organization and its public purpose.
- Has a conflict of interest policy that ensures that any conflicts of interest or appearance thereof are avoided or appropriately managed through disclosure or other means.
- Is responsible for hiring, firing and regular review of the performance of the Scout executive, and ensures that the compensation of the Scout executive is reasonable and appropriate.
- Ensures that the council conducts all transactions and dealings with integrity and honesty.
- Ensures that the council promotes working relationships with board members, staff, volunteers and program beneficiaries that are based on mutual respect, fairness and openness.
- Ensures that the council is fair and inclusive in its hiring and promotion policies and practices for all board, staff and volunteer positions.
- Ensures that the policies of the council are in writing, clearly articulated and officially adopted.
- Ensures that the resources of the council are responsibly and prudently managed.
- Ensures the council has the capacity to carry out its programs effectively.
- The council is knowledgeable of and complies with all laws, regulations and applicable international conventions.

## Fund Management

The council manages its funds responsibly and prudently with the following considerations:

- It spends a reasonable percentage of its annual budget on programs in pursuance of its mission.
- It spends an adequate amount on administrative expenses to ensure effective accounting systems, internal controls, competent staff and other expenditures critical to professional management.
- The council compensates staff reasonably and appropriately.
- It spends a reasonable percentage of its annual budget on fundraising costs, recognizing the variety of factors that affect fundraising costs.
- The council does not accumulate operating funds excessively.

- The council prudently draws from endowment funds consistent with donor intent and to support the public purpose of the council.
- The council ensures that all spending practices and policies are fair, reasonable and appropriate to fulfill the mission of the council.
- All financial reports are factually accurate and complete in all material respect.

### **Public Information**

The council provides comprehensive and timely information to the public, the media, and all stakeholders and is responsive in a timely manner to reasonable requests for information. All information about the council will fully and honestly reflect the policies and practices of the council. Basic informational data about the council, such as the Form 990 and audited financial statements, will be posted on the council's Web site or otherwise available to the public. All solicitation materials accurately represent the council's policies and practices and will reflect the dignity of program beneficiaries. All financial, organizational, and program reports will be complete and accurate in all material respects.

### **Program Effectiveness**

The council regularly reviews program effectiveness and has mechanisms to incorporate lessons learned into future programs. The council is committed to improving program and organizational effectiveness and develops mechanisms to promote learning from its activities and the field. The council is responsive to changes in its field of activity and is responsive to the needs of its constituencies.

### **Staff Makeup**

The council has a policy of promoting inclusiveness, and its staff, board and volunteers reflect diversity in order to enrich its programmatic effectiveness. The council takes meaningful steps to promote inclusiveness in its hiring, retention, promotion, board recruitment, and constituencies served within the policies of the Boy Scouts of America.

### **Raising Funds**

The council is truthful in its solicitation materials. The council respects the privacy concerns of individual donors and expends funds consistent with donor intent. The council discloses important and relevant information to potential donors. In raising funds from the public, the council will respect the rights of donors as follows:

- To be informed of the mission of the council, the way the resources will be used, and their capacity to use donations effectively for their intended purposes.
- To be informed of the identity of those serving on the council's executive board and to expect the board to exercise prudent judgment in its stewardship responsibilities.
- To have access to the council's most recent financial reports.
- To be assured their gifts will be used for the purposes for which they were given.
- To receive appropriate acknowledgment and recognition.
- To be assured that information about their donations is handled with respect and with confidentiality to the extent provided by law.
- To expect that all relationships with individuals representing organizations of interest to the donor will be professional in nature.
- To be informed whether those soliciting donations are volunteers, employees of the council, or hired solicitors.
- To have the opportunity for their names to be deleted from mailing lists.
- To fee free to ask questions when making a donation and to receive prompt, truthful and forthright answers.