

CODE OF ETHICS

Callaway County United Way

Who We Are

The Callaway County United Way is a volunteer-driven organization whose purpose is to identify community needs, develop plans to address these needs, and bring together the resources necessary to do so. We serve individuals and social service agencies in Callaway County. Planning, fundraising, and community investing are guided by a local volunteer board. The agencies and programs funded by the Callaway County United Way provide a full range of health and human care services that meet the needs and concerns of all ages and economic groups.

Our Mission

The mission of the Callaway County United Way is to improve, consistently and measurably, the quality of life for all the people of Callaway County by raising and distributing funds, mobilizing community resources, and encouraging innovative solutions to the community's health and human service needs, while being aware of our environmental responsibilities.

Our Core Standards

We recognize our responsibility to the community we serve. We value those relationships and believe that the Callaway County United Way and its representatives must act in ways that honor the trust the community has placed in us. Consequently, we, as the employees and Board Members of the Callaway County United Way, will adhere to a Code of Ethics that is based on the core standards of integrity, accountability, confidentiality, diversity, and respect.

Our Values

1. As a leading nonprofit organization, we will set an example of high standards of professionalism and stewardship.
2. We will act with personal and professional integrity when exercising our responsibilities.
3. We will seek accuracy, comprehensiveness, and timeliness in our communications to each other and to the community.
4. We will promote voluntary giving by our community to the Callaway County United Way.

5. We will make full and fair disclosure of all relevant information to the community as to how their dollars are spent.
6. We will invest our donors' money wisely, efficiently, and objectively, using the to meet local needs.
7. We will be mindful of necessary administrative overhead costs and strive to keep them at their lowest possible levels through responsible spending practices.
8. We will maintain accurate financial records and report our independently audited financial statements in an accurate and timely manner.
9. We will fully disclose all potential and actual conflicts of interest.
10. We will comply with all laws and regulations affecting the organization.
11. We will honor the vested rights of privacy of all people, including co-workers, donors, and the clients and employees of our member agencies.
12. We will treat all volunteers with fairness and respect and involve them at appropriate levels of decision-making.
13. We will honor the democratic process and support the final decisions of our volunteer board.
14. We will treat all people respectfully in all aspects of our activities without regard to race, color, religion, creed, age, gender, sexual orientation, national origin or ancestry, marital status, veteran status or status as a qualified disabled or handicapped individual.
15. We will not endorse a particular candidate or political party on behalf of the Callaway County United Way.

The Donor Bill of Rights

In addition to the Code of Ethics, the Callaway County United Way understands the importance of donors and funders to our mission and to our community. We are committed to ensuring that they are treated with the respect and recognition they deserve. As such, we also include in our Code of Ethics a Donor Bill of Rights created by the Association of Fundraising Professionals (AFP), the Association for Healthcare Philanthropy (AHP), the Council for Advancement and Support of Education (CASE), and the Giving Institute: Leading Consultants to Non-Profits. These standards have been endorsed by numerous organizations.

Philanthropy is based on voluntary action for the common good. It is a tradition of giving and sharing that is primary to the quality of life. To ensure that philanthropy merits the respect and trust of the general public, and that donors and prospective donors can have full confidence in the nonprofit organizations and causes they are asked to support, we declare that all donors have these rights:

- I. To be informed of the organization's mission, of the way the organization intends to use donated resources, and of its capacity to use donations effectively for their intended purposes.
- II. To be informed of the identity of those serving on the organization's governing board, and to expect the board to exercise prudent judgment in its stewardship responsibilities.
- III. To have access to the organization's most recent financial statements.
- IV. To be assured their gifts will be used for the purposes for which they were given.
- V. To receive appropriate acknowledgement and recognition.
- VI. To be assured that information about their donation is handled with respect and with confidentiality to the extent provided by law.
- VII. To expect that all relationships with individuals representing organizations of interest to the donor will be professional in nature.
- VIII. To be informed whether those seeking donations are volunteers, employees of the organization or hired solicitors.
- IX. To have the opportunity for their names to be deleted from mailing lists that an organization may intend to share.
- X. To feel free to ask questions when making a donation and to receive prompt, truthful and forthright answers.

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We will review the Callaway County United Way Code of Ethics periodically and ensure that we adhere to the spirit of the Code when making policy or otherwise managing the affairs of the organization. We encourage the reporting of breaches of the Code and protect those who report them.

This Policy is effective and approved by the Callaway County United Way Board as of the 18th day of September 2014.