

CODE OF ETHICS

Callaway County United Way

Approved by the Board of Directors

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. It serves individuals 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

Uniting people and resources to build a stronger, healthier community.

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 have placed in us. Consequently, we will adhere to a Code of Ethics that is based on the core standards of integrity, accountability, confidentiality, diversity, and respect.

Our Values

1. We will set an example, as a leading nonprofit organization, for high standards of professionalism.
2. We will act with personal and professional integrity seeking accuracy and timeliness in our communications.
3. We will promote voluntary giving by our donors to the Callaway County United Way.
4. We will make full and fair disclosure of all relevant information to the community, who have a right to know how their dollars are spent.
5. We will invest our communities' money wisely, efficiently and objectively using the local volunteer community investment process to meet local needs.
5. We will be mindful of necessary and transparent administrative overhead costs and strive to keep them at their lowest possible levels through responsible spending practices.
6. We will maintain accurate financial records and report our independently audited financial statements in an accurate and timely manner.

- 7. We will support full disclosure of all potential and actual conflicts of interest.**
- 8. We will comply with all laws and regulations affecting the organization.**
- 9. We will honor the vested rights of privacy of all people, including co-workers, donors, and the clients and employees of our member agencies.**
- 10. We will treat all volunteers with fairness and respect, and involve them at appropriate levels of decision-making.**
- 11. We will honor the democratic process and support the final decisions of our volunteer board.**
- 12. We will treat all people respectfully in all aspects of our activities without regard to race, color, religion, creed, age, gender, national origin or ancestry, marital status, veteran status or status as a qualified disabled or handicapped individual.**
- 13. We will not endorse a particular candidate or political party on behalf of the Callaway County United Way.**

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.