## Code of Ethics

# I. Mission

Reconciling United Methodists Texas Conference (RUMTX) has a clearly stated mission and purpose (Attachment A), approved by the board of directors, in pursuit of the public good. All of its programs support that mission and all who work for or on behalf of RUMTX understand and are loyal to that mission and purpose. The mission is responsive to the constituency and communities served by RUMTX and of value to the society at large.

Given its mission, RUMTX has adopted a code of ethics to guide its board members, committee members and staff in their conduct when acting on behalf of RUMTX. The Code contains broad principles reflecting the types of behavior Reconciling United Methodists Texas Conference expects towards constituents, donors, employees, peers and the public.

This policy is not intended as a stand-alone policy. It does not embody the totality of RUMTX’s ethical standards, nor does it answer every ethical question or issue that might arise. Rather, it is one element of a broader effort to create and maintain a quality organization that gives ethical conduct the highest priority. This Code will be reviewed periodically.

# II. Personal and Professional Integrity

All staff, board members and volunteers of RUMTX act with honesty, integrity and openness in all their dealings as representatives of RUMTX. Reconciling United Methodists Texas Conference promotes a working environment that values respect, fairness and integrity. Board members, committee members, staff, interns and volunteers should:

* Listen to our stakeholders and make all reasonable efforts to satisfy their needs and concerns within the scope of our mission, and to strive for excellence and innovation and demonstrate professional respect and responsiveness to constituents, donors and others.
* Make an effort to understand, respect and support diversity of cultures, exemplified by the contributions of our staff and executive leadership, and to contribute to an organizational culture that respects the diverse, individual contributions of staff and leadership.
* Respect the confidentiality of sensitive information about RUMTX, its members, constituents, donors, board and employees.
* Comply with applicable federal, state and local laws, regulations and fiduciary responsibilities in an effort to create transparency in all of our operations.
* For the board of directors, provide credible and effective oversight to RUMTX’s work without personal bias.
* Not accept commissions, gifts, payments, loans, promises of future benefits or other items of value from anyone who has or may seek some benefit from RUMTX in return, other than occasional gifts of nominal value that are in keeping with good business ethics.
* Abide by the governing documents and policies of RUMTX.
* Be accountable for adhering to this Code of Ethics.
* Implement and follow a Conflict of Interest Policy.
* Implement and follow a Whistleblower Policy.
* Act at all times in accordance with the highest ethical standards and in the best interest of RUMTX, its members, constituents, donors and reputation.
* Openly and honestly tell the truth.
* Honor our commitments and promises to the best of our abilities.
* Appropriately acknowledge contributions from other individuals and organizations who help facilitate our goals.
* Not be deceptive in our fundraising activities for RUMTX.

# III. Governance

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

* Ensures that its board members or trustees 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 RUMTX and its public purpose;
* 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; and
* Is responsible for the hiring, firing, and regular review of the performance of the chief executive officer, and ensures that the compensation of the Executive Director is reasonable and appropriate;
* Ensures that the Executive Director and appropriate staff provide the governing body with timely and comprehensive information so that the governing body can effectively carry out its duties;
* Ensures that RUMTX conducts all transactions and dealings with integrity and honesty;
* Ensures that RUMTX promotes working relationships with board members, staff, volunteers, and program beneficiaries that are based on mutual respect, fairness and openness;
* Ensures that RUMTX is fair and inclusive in its hiring and promotion policies and practices for all board, staff and volunteer positions;
* Ensures that policies of RUMTX are in writing, clearly articulated and officially adopted;
* Ensures that the resources of RUMTX are responsibly and prudently managed; and,
* Ensures that RUMTX has the capacity to carry out its programs effectively.

**IV. Legal Compliance**

RUMTX will be vigilant in compliance with all laws, regulations and applicable conventions that govern and regulate our organization.

**V. Compliance, Monitoring and Reporting**

RUMTX management is responsible for communicating this Code of Ethics to all members of the board of directors, standing committee members, as well as staff, staff interns and staff volunteers and for ensuring its adherence at all times.

# VI. Responsible Stewardship

RUMTX and its subsidiaries manage their funds responsibly and prudently. This should include 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;
* RUMTX compensates staff, and any others who may receive compensation, reasonably and appropriately;
* Organizations that solicit funds have reasonable fundraising costs, recognizing the variety of factors that affect fundraising costs;
* Organizations do not accumulate operating funds excessively;
* Organizations with endowments (both foundations and public charities) prudently draw from endowment funds consistent with donor intent and to support the public purpose of RUMTX;
* Organizations ensure that all spending practices and policies are fair, reasonable and appropriate to fulfill the mission of RUMTX; and,
* All financial reports are factually accurate and complete in all material respects.

# VII. Openness and Disclosure

RUMTX 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 RUMTX will fully and honestly reflect the policies and practices of RUMTX. Basic informational data about RUMTX, such as the Form 990, reviews and compilations, and audited financial statements will be posted on RUMTX’s website or otherwise available to the public. All solicitation materials accurately represent RUMTX’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.

# VIII. Program Evaluation

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

# XI. Inclusiveness and Diversity

RUMTX has a policy of promoting inclusiveness and its staff, board and volunteers reflect diversity in order to enrich its programmatic effectiveness. RUMTX takes meaningful steps to promote inclusiveness in its hiring, retention, promotion, board recruitment and constituencies served.

# X. Fundraising

RUMTX will raise funds from the public or from donor institutions and will be truthful in their solicitation materials. RUMTX will respect the privacy concerns of individual donors and expend funds consistent with donor intent. RUMTX will disclose important and relevant information to potential donors.

In raising funds from the public, RUMTX will respect the rights of donors, as follows:

* To be informed of the mission of RUMTX, 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 RUMTX’s governing board and to expect the board to exercise prudent judgment in its stewardship responsibilities;
* To have access to RUMTX’s most recent financial reports;
* To be assured their gifts will be used for the purposes for which they were given;
* To receive appropriate acknowledgement and recognition;
* To be assured that information about their donations is handled with respect and with confidentiality to the extent provided by the 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 seeking donations are volunteers, employees of RUMTXs or hired solicitors;
* To have the opportunity for their names to be deleted from mailing lists that an organization may intend to share; and,
* To feel free to ask questions when making a donation and to receive prompt, truthful and forthright answers.

**CERTIFICATION**

The undersigned does hereby certify that she is the duly elected and qualified Secretary of Reconciling United Methodists Texas Conference, and that the foregoing Code of Ethics were duly adopted by the Board of Directors of Organization on\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, and continue in effect.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, Secretary

Attachment A

MISSION AND PURPOSE

**Mission**

The mission of the Reconciling United Methodists Texas Conference (RUMTX) is to advocate for the political, educational, social and religious equality of rights of all persons and to eliminate discrimination.

* RUMTX is organized and will be operated for the promotion of our stated mission.
* RUMTX strives to end discrimination against people based on sexual orientation and gender expression and to realize a church that achieves fundamental fairness and equality for all.
* RUMTX is organized for the charitable and educational purposes of promoting public education and welfare of all persons with regard to social justice and equality of all persons.

**Vision Statement**

The vision of RUMTX is to achieve a society in which all individuals have equal rights without discrimination.

* RUMTX envisions a world where all people are assured equality and embraced as full members of society at church, at home, at work, and in every community.

**Guiding Principles**

* We are grounded in the biblical witness of responsibility to God and love of neighbor.
* We actively participate in a relationship with a loving God as revealed through Jesus the Christ.
* We rejoice in the knowledge that each of us is created in God’s own image and is of sacred worth.
* We are convinced of God’s unconditional love and acceptance of all people.
* We are committed to Christ’s commandment to love our neighbors as we love ourselves.
* We are committed to following Christ’s example, treating all persons as equal and equally cherished in the eyes of our creator.
* We are committed to John Wesley’s principle of “going on to perfection” and therefore value and devote appropriate time and effort to continuing education and spiritual growth.
* We are committed to our Wesleyan heritage that calls us to biblical scholarship, a historical-critical interpretation of Holy Scripture, and the Quadrilateral (scripture, tradition, reason, experience) as the established United Methodist tool for theological reflection.
* We seek to “do justice, love kindness, and walk humbly with God.” (Micah 6:8)
* We struggle in disagreement with portions of the United Methodist Book of Discipline that we find to be in conflict with Christ’s teachings.
* We uphold The United Methodist Book of Discipline while prayerfully and passionately working within the established policy to petition for change.
* We are committed to preaching, teaching and living out each of these beliefs and practices.

**PURPOSE**: The Reconciling United Methodists Texas Conference is organized under the Texas Business Organizations Code to operate for charitable purposes and not to the financial benefit of any individual. The organization’s non-profit activities include providing advocacy support for marginalized sub-groups in religious settings.

The organization’s goal is to impact and improve relationships between churches and members of society who have historically been excluded and are seeking inclusion in the church.

The organization will assist in fostering productive discussions, training, and developing workshops, seminars and literature.

The organization will provide information to the general public, churches, small groups and individuals on effective methodologies in community outreach.

Notwithstanding anything herein to the contrary, the purposes of this non-profit corporation are intended to be limited exclusively to exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code.

**CERTIFICATION**

The undersigned does hereby certify that she is the duly elected and qualified Secretary of Reconciling United Methodists Texas Conference, and that the foregoing Mission and Purpose were duly adopted by the Board of Directors of Reconciling United Methodists Texas Conference on\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ , and continue in effect.

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