

CODE OF ETHICS

Introduction

Kingdom Cares International is dedicated to the public good. Its board, staff, and volunteers embrace fairness, inclusiveness, diversity, innovation, integrity and work to advance Kingdom Cares International's mission and core values.

Because of this dedication to public service as exemplified in its mission, Kingdom Cares International is therefore committed to personal and professional integrity, public accountability, transparency in its operations, and good stewardship of its resources.

This code of ethics applies to Kingdom Cares International's board of directors, staff, and volunteers. The board of directors is elected as specified in the bylaws. Staff members include those who are employed by the organization on a full-time, part-time, permanent, temporary, or contract basis.

Volunteers of Kingdom Cares International include parents who assist as coaches for youth in our outreach program called Kingdom Hoops. Volunteers of Kingdom Cares International may also be present in other programming and events of Kingdom Cares International including but not limited to: Iowa Gym Rats events and other inner city outreach programs.

Mission

Kingdom Cares International's mission, approved by the board of directors, is to transform youth through and beyond basketball.

Personal & Professional Integrity

In their dealings as representatives of the organization, Kingdom Cares International's staff, board, and volunteers act professionally, with honesty, integrity, and openness. They treat each other and those the organization serves respectfully and fairly. Staff, board members, and volunteers are responsible for being aware of and complying with this policy and other Kingdom Cares International policies that address their conduct.

Governance

Kingdom Cares International and its representatives comply with the provisions and structure as set out in the organization's bylaws. Kingdom Cares International's executive director is responsible for drafting and carrying out day-to-day governance of operational policies and procedures under the direction and approval of the board.

Conflict of Interest

Kingdom Cares International's staff, board members, and volunteers act in the best interest of the organization rather than in the promotion of personal interest or the interests of third parties, such as friends and family. Decisions about the organization and the use or disposition of its assets are made solely in terms of the benefits to the organization and are neither influenced, nor appear to be influenced, by any private profit, personal gain, or outside benefit for staff, board members, and volunteers, their friends and family members, or any organization or company with which they are affiliated.

In all cases, Kingdom Cares International may only enter into agreements with reputable organizations whose image, product, and services do not conflict with its mission or values.

Legal Compliance

Kingdom Cares International's board, staff, and volunteers comply with all applicable laws, statutes, and regulations.

Financial Oversight and Fiscal Responsibility

Kingdom Cares International manages its funds responsibly and prudently by:

- A. Ensuring that all spending practices and policies are fair, reasonable, and appropriate to fulfill its mission.
- B. Using donor funds for its specific intent under the purpose of the organization mission and purpose.
- C. Generating financial reports that are timely, accurate, complete, and accessible in all material respects; and presented at all board meetings.

Openness and Disclosure

Kingdom Cares International provides comprehensive information about the organization and responds in a timely manner to reasonable requests for information. The following basic data about the organization's operations is available to the public: the Form 990, annual reports, audited financial statements, program reports, and policies.

Program Evaluation

Kingdom Cares International's directors and applicable officers will annually review its program to determine that they continue to align with the organization's mission and meet the needs of those to whom the organization has dedicated its service. Any proposed program or service will also be evaluated for its alignment with the organization's mission prior to its approval.

Inclusiveness and Diversity

To enhance its effectiveness, Kingdom Cares International promotes inclusiveness, and its staff, board, and volunteers strive to ensure that the diversity of those it serves is reflected in its programs and committees. Kingdom Cares International promotes diversity in its hiring, retention, promotion, and board recruitment efforts, as well as in its programming.

Fundraising Practices

Kingdom Cares International is truthful in its fundraising. Donation information and details about donors are treated with confidentiality to the extent provided by the law. The organization expends funds consistent with donor intent and provides appropriate acknowledgement and recognition. Kingdom Cares International discloses whether those seeking donations are board members, volunteers, employees, or solicitors.

Confidentiality

Kingdom Cares International's staff, board, and volunteers may have access to confidential and privileged information about the organization's members, its clients, and other individuals served by the organization. Loyalty to the organization and respect for those it serves require that individuals with access to such information comply with privacy and confidentiality policies and treat all information responsibly and appropriately.

Due Diligence

When making decisions about contracts or agreements, Kingdom Cares International's staff and board members will gather sufficient information to avoid any conflicts of interest and to make informed decisions on behalf of the organization, ensuring that decisions do not result in any private profit or benefit for staff, board members, volunteers, their friends or family members, or their related organizations.

Board of Directors

Kingdom Cares International has an active board of directors that sets the organization's mission, strategic direction, and policies, and has oversight of its finances and operations. The board's goal is to support, advise, and monitor the organization's effectiveness and efficiency. The board also evaluates and determines the appropriate compensation for the president, executive director, and director of operations and ensures that Kingdom Cares International is fair and inclusive in its employment policies.

Staff

All staff members are responsible for understanding the duties of their positions and executing those duties to the best of their abilities. The organization promotes a working environment that values respect, fairness, and integrity. Its human resource policies are fair, establish clear expectations, and provide for meaningful and effective performance evaluation. Open communication among staff is highly valued.

To achieve high ethical standards, sustain the organization, and encourage its growth, the staff models professional conduct and provides leadership, clarity, and respect for individuals and for diverse points of view.

Volunteers

The organization's many volunteers are in direct contact with clients, customers, and youth between grades Kindergarten through 8th and often are the face of the organization to their peers and the public. When acting on behalf of Kingdom Cares International, volunteers understand their duties and execute them to the best of their abilities. They convey the mission and goals of the organization and, as its representatives, refrain from promoting their own institutions or businesses.

Use of this Code of Ethics

The Code of Ethics of Kingdom Cares International is designed to be distributed, used, and updated on a regular basis. Kingdom Cares International's board of directors will establish a schedule to regularly review the code and its distribution. Kingdom Cares International's staff will:

- A. Incorporate the code into its staff handbook and board and committee orientation materials
- B. Review the code during new employee and volunteer orientations.
- C. Post the code on Kingdom Cares International's public website
- D. Distribute the code to all coaches and volunteers via the appropriate vehicles.

Approved and revised by the Kingdom Cares International's Board of Directors, 05/13/2014