

2.7 Code of Conduct - Board of Trustees

Policy

Board members need to demonstrate ethical and professional conduct to maintain the confidence of the membership and the public and to make plain our commitment to ESCE's Christ-inspired mission and vision. This commitment includes proper use of authority and appropriate actions in group and individual behaviour when acting as board members.

1. Board members must act with integrity

- a. Conduct oneself in a manner consistent with biblical principles.
- b. Demonstrate the highest standards of personal integrity, collegiality, truthfulness & honesty to inspire confidence and trust.
- c. Make the effort to understand other board members and to make oneself understood.
- d. Observe the procedures agreed upon by the board.
- e. Act in line with ESCE constitution, bylaws, and policy, and step down from the board should eligibility status change.

2. Board members must be loyal to the interest of the society

- a. Endeavour to represent the interest of the membership in general.
- b. Be an advocate for ESCE and its mission wherever and whenever the opportunity arises in their own personal and professional networks.

3. Board members must operate as a united body

- a. Recognize that all authority lies with the whole board unless otherwise delegated by the board at board meetings or via the responsibilities of board members, committees, or the executive as described in the policy manual.
- b. Once a board decision is made, support the decision even if one's view is a minority one.
- c. Do not disclose or discuss differences of opinion on the board with those who are not on the board. The board should communicate externally with "one voice."

4. Board Members must not exert any individual authority over the Society or its employees except as stated in the Society's policies

- a. Refrain from giving direction, as an individual board member, to the Executive Director or any member of staff unless doing so with the

knowledge and authorization of the board. Regular communication with the Executive Director or staff, which is comprised of the normal workings of the board, does not require the authorization described above.

- b.** Refrain from investigating or discussing the Executive Director's performance with staff members or stakeholders without board authorization.
- c.** Refrain from making any public statements about staff performance.

Created: November 2024

Approved: January 2025

Revised: -

Reviewed: -