

Statement of Values and Code of Ethics for TRINITY OAKS ENTERPRISES

The Trinity Oaks (TO) adheres to the highest ethical standards. The public's trust in our performance is the vital to our ability to fulfill our mission. Our constituents, including our donors, volunteers, and members as well as the governmental and business entities with whom we regularly interact, trust us to faithfully pursue our mission, to be good stewards of our resources, and to uphold rigorous standards of conduct.

Statement of Values

The values of TO include:

- Commitment to the public good;
- Accountability;
- Commitment to the law;
- Respect for the worth and dignity of individuals;
- Inclusiveness and social justice;
- Respect for diversity
- Transparency, integrity, and honesty;
- Responsible stewardship of resources;
- Commitment to excellence; and,
- Commitment to maintaining the public trust.

These values lead directly to our Code of Ethics and underlie our commitment to our mission. The values inform and guide the actions that TO should take in developing our policies and practices.

Code of Ethics

I. Personal and Professional Integrity

TO promotes an environment that values respect, fairness, and integrity and expects each member of its staff and board, as well as its volunteers, to act accordingly.

II. Mission

TO has a clearly stated mission and purpose, approved by the board of trustees, in pursuit of the public good. All of its programs support that mission and all who work for or on behalf of TO understand and are loyal to that mission and purpose. The mission is responsive to the constituency and communities served by TO organization and of value to the society at large.

III. Governance

The Board of Trustees of TO is an active governing body responsible for setting our mission and strategic direction and for the oversight of the activities of our staff in managing our finances, operations, and policies.

IV. Legal Compliance

TO recognizes our obligation to comply with all applicable laws and regulations.

V. Responsible Stewardship

TO manages our resources appropriately to accomplish our mission. Such resources include not only our financial resources but also our human and intellectual resources, our property (whether owned or otherwise under our stewardship), and our reputation.

VI. Openness and Disclosure

TO is open about and provides appropriate disclosures of our activities. All solicitation materials accurately represent the organization's policies and practices and all financial, organizational, and program reports will be complete and accurate in all material respects.

VII. Program Evaluation

TO regularly reviews the effectiveness of our programs and is committed to continually improving our programs.

VIII. Inclusiveness and Diversity

TO promotes inclusiveness and diversity in our staff, board, and volunteers to enrich our organization and to promote the effectiveness of our programs.

IX. Fundraising

TO is truthful in all of our fundraising activities. TO respects the requests of our donors and expends funds consistent with donor intent. TO discloses all relevant information to potential donors in a manner that faithfully represents the activities of our organization.

Approved by The Trinity Oaks Directors and Advisory Board on 11/29/2012.