

# **Statement of Values and Code of Ethics for Mad River Youth Soccer League**

## ***Introduction***

As a matter of fundamental principle, Mad River Youth Soccer League (MRYSL) should adhere to the highest ethical standards because it is the right thing to do. As a matter of pragmatic self-interest, MRYSL should do so because public trust in our performance is the bedrock of our legitimacy. Sponsors and volunteers support our organization because they trust MRYSL to carry out our mission, to be good stewards of our resources, and to uphold rigorous standards of conduct.

MRYSL must earn this trust every day and in every possible way. But organizations are, at base, people, and it is up to the people of MRYSL—board members, executive leaders, staff, and volunteers—to demonstrate their ongoing commitment to the core values of integrity, honesty, fairness, openness, respect, and responsibility.

Adherence to the law is the minimum standard of expected behavior. MRYSL must do more, however, than simply obey the law. We must embrace the spirit of the law, often going beyond legal requirements and making sure that what we do is matched by what the public understands about what we do. Transparency, openness and responsiveness to public concerns must be integral to our behavior.

## ***Statement of Values***

Any code of ethics is built on a foundation of widely shared values. The values of MRYSL include:

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

These values lead directly to the Code of Ethics for Mad River Youth Soccer League that follows. The values inform and guide the actions that MRYSL should take in developing our policies and informing our practices.

# ***The Code of Ethics for Nonprofit Mad River Youth Soccer League***

## **I. Personal and Professional Integrity**

All staff, board members and volunteers of MRYSL act with honesty, integrity and openness in all their dealings as representatives of the organization. MRYSL promotes a working environment that values respect, fairness and integrity.

## **II. Mission**

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

## **III. Governance**

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

- Ensures that its board members 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 the organization 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
- Ensures that the board President 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 MRYSL conducts all transactions and dealings with integrity and honesty;
- Ensures that MRYSL promotes working relationships with board members, staff, volunteers, and program beneficiaries that are based on mutual respect, fairness and openness;
- Ensures that MRYSL is fair and inclusive in its hiring and promotion policies and practices for all board, staff and volunteer positions;
- Ensures that policies of MRYSL are in writing, clearly articulated and officially adopted;
- Ensures that the resources of the organization are responsibly and prudently managed; and,
- Ensures that the organization has the capacity to carry out its programs effectively.

## **IV. Legal Compliance**

The MRYSL organization is knowledgeable of and complies with all laws, regulations and applicable international conventions.

## **V. Responsible Stewardship**

MRYSL manages their funds responsibly and prudently. The following considerations are a part of said fund management:

- A reasonable percentage of the annual budget is spent on programs in pursuance of the MRYSL mission;
- An adequate amount is spent on administrative expenses to ensure effective accounting systems, internal controls, competent staff, and other expenditures critical to professional management;
- The organization compensates staff, and any others who may receive compensation, reasonably and appropriately;
- MRYSL maintains reasonable fundraising costs, recognizing the variety of factors that affect those costs;
- The organization does not accumulate operating funds excessively;
- MRYSL endeavors to insure that all spending practices and policies are fair, reasonable and appropriate to fulfill the mission of the organization; and,
- All financial reports are factually accurate and complete in all material respects.

## **VI. Openness and Disclosure**

MRYSL 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 the organization will fully and honestly reflect the policies and practices of MRYSL. Basic financial information about the organization, is available to the public. All solicitation materials accurately represent the organization'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.

## **VII. Program Evaluation**

MRYSL regularly reviews program effectiveness and has mechanisms to incorporate lessons learned into future programs. The organization is committed to improving program and organizational effectiveness and develops mechanisms to promote learning from its activities and the field. MRYSL is responsive to changes in the organization's activities and is responsive to the needs of youth soccer players in northern Humboldt County.

## **VIII. Inclusiveness and Diversity**

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

## **IX. Fundraising**

MRYSL is truthful in its solicitation materials, respects the privacy concerns of individual sponsors, and expends funds consistent with donor intent.

The organization respects the rights of donors, as follows:

- To be informed of the mission of MRYSL, the way the resources will be used and the organization's capacity to use donations effectively for their intended purposes;
- To be informed of the identity of those serving on the MRYSL governing board and to expect the board to exercise prudent judgment in its stewardship responsibilities;
- To have access to the organization'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 feel free to ask questions when making a donation and to receive prompt, truthful and forthright answers.