

# The Conservation Foundation

## Statement of Values and Code of Ethics

The Conservation Foundation (TCF) adheres to the highest ethical standards. The public's trust in our performance is 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.

### *Mission Statement*

We improve the health of our communities by preserving and restoring natural areas and open space, protecting rivers and watersheds, and promoting stewardship of our environment.

### *Statement of Values*

We embrace the values of transparency, integrity, honesty, and humility in our commitment to:

- the public good
- responsible stewardship of resources
- upholding the law
- striving for excellence
- respecting the worth, dignity and diversity of our natural environment
- respecting the value, dignity, and diversity of individuals
- creating a welcoming environment for all individuals
- 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 we take in developing our policies and practices.

### *Code of Ethics*

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

We promote an environment that values respect, fairness, and integrity and expect each member of our staff and board, as well as our volunteers, to act accordingly.

#### **II. Mission**

We have a clearly stated mission and purpose, approved by the Board of Trustees, in pursuit of the public good. All of our programs support that mission; and all who work for or on behalf of TCF understand and are loyal to that mission and purpose.

#### **III. Governance**

The TCF Board of Trustees 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**

We honor our obligation to comply with all applicable laws and regulations.

#### **V. Responsible Stewardship**

We effectively manage our resources to further our mission. We diligently care for our financial, human, and natural resources with respect and transparency.

#### **VI. Openness and Disclosure**

We provide open and appropriate disclosures of all of our activities. All publications 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**

We regularly review the effectiveness and relevance of our programs and are committed to continually improving our programs.

#### **VIII. Inclusiveness and Diversity**

We prioritize inclusion and diversity in our staff, board, and volunteers to enrich our organization. We foster a curious spirit that encourages listening and learning, and are committed to an internal culture where everyone feels safe, respected, welcomed, and a sense of belonging.

#### **IX. Fundraising**

We conduct our fundraising activities in an honest and transparent manner. We respect the requests of our donors and expend funds consistent with donor intent. We disclose all relevant information to potential donors in a manner that faithfully represents the activities of our organization.

#### **X. Health of Our Communities**

We steward our resources to promote the health of our communities and to serve communities in ways that benefit them. To that end, all constituents - staff, board members, and volunteers - keep an open mind and a broad view, recognizing that individuals and communities define their health in different ways.



TCF is an accredited land trust through the Land Trust Accreditation Commission. This means we are recognized for excellence in sound finances, ethical conduct, responsible governance and lasting stewardship.

**Adopted January 31, 2007; revised March 30, 2022; revised June 29, 2022**