



LHSACN Board Member Ethics Pledge

This pledge certifies that all who sign it have received the current Code of Ethics for Board members as found in the LHSACN Board Policy Manual, have read it, and will comply with all of the items contained in it.

I recognize that, as a member of the Board of Directors of The Lutheran High School Association of Central Nebraska, it is my responsibility to follow the Code of Ethics, Conflict of Interest, Grievance and other policies as found in the LHSACN Board Policy Manual and other HLHS publications.

Signature of Board Member

date

HLHS Board of Directors Code of Ethics

The Board of Directors will have the following “code of ethics” policy in place. Each Board member is expected to sign the Code of Ethics each year as a pledge of commitment to support and comply with our Board ethics. The Executive Committee Board Chairperson will be responsible for monitoring compliance.

As a member of the Board of Directors I will:

- Listen carefully to my fellow Board members and the Lutheran High School Association of Central Nebraska (LHSACN), which I serve.
- Respect the convictions of my fellow Board members even if they differ from my own.
- Speak the truth of our Lord in love and avoid demeaning or accusatory speech ~~with one~~
- Recognize that all authority is vested in the Board when it meets in a called a legal session and not with me or any other person as an individual Board member.
- Remain well-informed of developments that are relevant to the mission and ministry of the LHSACN and Heartland Lutheran High School.
- Participate actively in Board meetings and actions, using the gifts God has bestowed to serve Him.
- Call to the Board’s attention any issues that I believe may have an adverse effect regarding our Savior Jesus Christ, the LHSACN, or Heartland Lutheran High School.
- Seek to interpret the needs of the LHSACN and interpret the actions of the Board to the families and employees of Heartland Lutheran High School, when authorized by the Board to do so.
- Refer concerns and complaints to the proper level within the LHSACN structure for orderly service to our Lord Jesus.
- Recognize that as a Board member, my responsibility is to ensure that the LHSACN and Heartland Lutheran High School are well-managed to accomplish our mission and ministry of Christian education.
- Represent all members of the LHSACN and not a particular congregation or special interest group.
- Consider myself a “trustee” of the LHSACN and do my best to ensure that the LHSACN and Heartland Lutheran High School are well-maintained, financially secure, growing, and always operating in the best interests of the LHSACN.
- Always work to learn more about my Christian service as a member of the Board, and how to carry out my service better.
- Declare any conflicts of interest between my personal or professional life and my position on the Board, and avoid voting on issues that appear to be a conflict of interest.
- Serve in leadership positions or undertake special assignments to the best of my ability.
- Avoid prejudiced judgments on the basis of information received from individuals and urge those with grievances to follow established policies and procedures. (All matters of potential significance should be called to the attention of the Executive Director.)
- Be aware of trends in church organizations and Christian education.
- Support fellow board members and all HLHS faculty and staff in conversation with others both inside and outside of the school.
- Follow the Office of the Keys (Matthew 18) when conflict arises with a board member or HLHS employee.



- Adhere to and respect all of the policies and procedures listed in this handbook and the Student/Parent Handbook. Promote the policies and procedures found in all HLHS handbooks when communicating with students, parents and any other constituents.
- Comply with applicable federal, state and local laws, regulations and fiduciary responsibilities in an effort to create transparency in all of our operations.
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As a member of the Board I will not:

- Be critical, in or outside of the Board meeting, of fellow Board members or their opinions.
- Use the LHSACN or Heartland Lutheran High School for my personal advantage or the personal advantage of my friends or relatives.
- Discuss any confidential proceedings of the Board outside the Board meeting.
- Promise prior to a meeting how I will vote on any issue in the meeting.
- Be dishonest, untruthful or deceptive in my conduct.
- Inappropriately use social media in regards to HLHS or any of its constituents.
- Interfere with the duties of the Executive Director or undermine the Executive Director's authority.

If a member of the LHSACN Board of Directors violates this Code of Ethics, the Board Chairperson will communicate with that Board member and put into writing a description of the violation. This written documentation will be presented to the Board of Directors during an Executive Session at the next Board meeting. The focus shall be on Galatians 6:1-2, "My brothers and sisters, if anyone is caught in any kind of wrongdoing, those of you who are spiritual should set him right, but you must do it in a gentle way...help carry one another's burdens, and in this way you will obey the Law of Christ."

When a board member fails to abide by the Code of Ethics or other HLHS policy, he/she needs to be "set right." The written document and ensuing executive session conversation will hopefully lead the Board member to confess their wrongdoing. Confession is the first step in being "set right." Secondly, the Board members should repent for their wrongdoing. To repent means to have a change of heart. Actions and words of remorse demonstrate this change of heart. When repentance occurs, forgiveness follows. God has been gracious and merciful to us, forgiving us of our sins and sending his only Son, Jesus Christ to suffer, die, and rise in victory to wash away our sins. As we live in the Gospel of our Lord, we show this forgiveness to others.

However, we also recognize the need to have direct consequences for those who do not abide by the Code of Ethics. Our concern is for the Board member who has spoken or acted improperly and for everyone associated with Heartland Lutheran High School. To curb improper behavior, to help board members learn from their mistakes, and to lead board members to improved self-discipline and professionalism, the following items may be used:

- **Written Warning:** A written warning may be given to the Board member, reminding them of their commitment to abide by the Code of Ethics and consequences that may be used for a violation of such.
- **Suspension:** The board member may be suspended from voting privileges for 1 to 6 meetings.
- **Censure:** A statement of censure may be approved, expressing formal disapproval of the Board members words or actions.
- **Termination:** Termination of a Board member is an extreme measure, but one that may be justified when a Board member's conduct warrants such action.

No individual board member can enact any of these items. It must be done by the board and can only be done with at least 80% of the non-offending board members present voting to approve a motion that states the action to be taken. This motion and vote can occur at a regular or special meeting of the Board of Directors.