Ethical & Financial Policies (Appendix D)

ES-01 – Whistleblower Policy

Whistleblower Policies are meant to provide a way for Journey Church's members, employees, or volunteers who observe or experience wrongdoing to be empowered to report it. Journey Church's Whistleblower Policy provides important information for any persons outlined below who believe that immoral, illegal, or unethical practices are taking place within Journey Church to report such observations.

1. **Application:** This Whistleblower Protection Policy applies to all of Journey Church's staff, whether full-time, part-time, temporary employees, members, volunteers, officers, and elders, each of whom shall be entitled to protection ("protected persons").
2. **Reporting Credible Information:** A protected person shall be encouraged to report information relating to immoral, illegal, or unethical practices or violations of Scriptural or policy of the church (a "violation") that such person ("the reporter") in good faith has reasonable cause to believe is credible. If you need to report a violation or suspected wrongdoing of any kind, a member of any of Journey's boards will act as a confidante, providing guidance to determine appropriate next steps. Anyone reporting a violation must act in good faith and have reasonable grounds for believing that the information shared in the report indicates that a violation has occurred.
3. **Accusations:** According to 1 Timothy 5:19, a single accusation not of a criminal nature against an elder will not be considered, but 2 or more accusations against an elder will warrant an internal investigation.
4. **Confidentiality:** Reports of violations or suspected violations will be kept confidential to the extent possible, with the understanding that confidentiality may not be maintained where identification is required by law or to enable the church or law enforcement to conduct an adequate investigation.
5. **Protection from Retaliation:** No person entitled to protection shall be subjected to retaliation, intimidation, harassment, or other adverse action for reporting information in accordance with this Policy. Any person entitled to protection who believes that he or she is the subject of any form of retaliation for such participation should immediately report the same as a violation of and in accordance with this policy. Any individual within the church who retaliates against another individual who has reported a violation in good faith or who, in good faith, has cooperated in the investigation of a violation is subject to church discipline, including loss of membership or termination of employment.

6. **Implementation**: The procedures for implementation of this Policy shall include the notified board member and their board communicating with the reporter about the status of the reported violation, to the extent that the reporter's identity is disclosed, and to the extent consistent with any privacy or confidentiality limitations. However, due to privacy the resolution of the situation may be undisclosed to the reporter.
7. **Public rebuke**: In the event that a leader's sin is exposed, 1 Timothy 5:20 says the person should be reprimanded in front of the whole church to serve as a warning to others. Note that this step does not discount matters that demand legal assistance and authority.

ES-02 – Child & Youth Safety/Mandated Reporting

The Boards and leaders of Journey Church do not have the authority to decide on matters that demand legal assistance.

A. Any illegal or suspicious activity reported to an elder, deacon, trustee, pastor, or ministry leader must be reported immediately to the police and other proper authorities, regardless of relationship or explanation. This includes but is not limited to any kind of abuse, assault, theft, etc. that is of a criminal nature.
B. The boards and its members are not meant to act as investigators or arbiters in these cases, but to let the proper authorities lead investigations. Failure to report in these instances can result in immediate dismissal from a church board and potential criminal charges from law enforcement.

In matters where the police or government agencies are called, while the Board of Elders has no authority in those matters outside the church, the Board of Elders still has the church authority to make decisions that are meant to protect the church from any further damage, including but not limited to removing individuals from membership and access; shutting down programming; cancelling access to bank accounts and information systems, etc.

FP-01 – Conflict of Interest

1. Any member of the church boards who have a financial, personal, or official interest in, or conflict (or appearance of an impropriety of a conflict) with any matter pending before a particular board, of such nature that it prevents or may prevent that member from acting on the matter in an impartial manner, shall make known such appearance of

an impropriety and shall offer to the that board to voluntarily recuse him/herself and will vacate his/her seat and refrain from discussion and voting on said item.

2. The remainder of the board will by majority decide whether such a conflict or appearance of conflict should preclude that person from the decision-making process.