



E-1. CODE OF CONDUCT FOR GLOBAL & NATIONAL BOARD OF DIRECTORS

As a nonprofit organization focused on providing a Christian spaces for all, EMI is committed to maintaining the highest legal, ethical, and moral standards. Our donors, volunteers and attendees entrust us with their resources, expecting us to be responsible stewards and uphold rigorous standards of conduct. Therefore, as a board member, I pledge to fulfill the following duties:

1. Duty of Stewardship:

I will faithfully serve the organization's mission and act consistently with EMI Taiwan's central goals. I will manage donated funds in alignment with the organization's mission and comply with all relevant laws and internal regulations.

2. Duty of Loyalty:

I will prioritize the organization's best interests, setting aside any personal interests or conflicts. I will actively avoid conflicts of interest and conflicts of loyalty, which occur when my decisions financially benefit me, my partner, or my business/church, or when my loyalty to another group compromises my commitment to the organization's mission.

Examples of conflicts include but not limited to:

- **Financial Interest:** Board members may have personal financial stakes, investments, or relationships that conflict with the organization's interests. For instance, if a board member owns a company that bids for contracts with the organization.
- **Personal Relationships:** Conflicts might arise if a board member has personal relationships, such as family ties or close friendships, with individuals or entities that the organization conducts business with.

- **Competing Commitments:** Situations where a board member's commitments or positions in other organizations or businesses conflict with the decisions or strategies of the current board role.
- **Gifts and Favors:** Accepting gifts, perks, or favors from vendors, partners, or other stakeholders could create biases or influence decision-making.
- **Employment Connections:** Cases where a board member has current or potential employment ties with the organization, its affiliates, or competitors might create conflicts, especially when it comes to executive compensation or hiring decisions.
- **Non-disclosure of Interests:** Failing to disclose personal interests, relationships, or financial involvements that could impact decision-making can lead to conflicts of interest.

To mitigate these conflicts, as a Board member I will disclose potential conflicts and recuse myself from discussions and abstain from voting where personal interests could influence decisions.

Transparency, ethical conduct, and adherence to established conflict-of-interest policies are crucial for maintaining the board's integrity and effectiveness.

3. **Duty of Care:**

- I will exercise reasonable care when making decisions as a custodian and steward of the organization. I commit to attending all scheduled meetings, diligently reviewing monthly documents (Agenda, Minutes, Director Reports, and Financial Reports), and ensuring organized storage and security. My decision-making as a steward will also be marked by reasonable care.
- I will refrain from interactions that might influence others to depart, protect team unity, safeguard the organization's mission, and avoid taking certain assets, as Church Planting assets do not belong to individuals.
- I will not engage in competition by running churches in the same geographic areas, upholding the highest standard of biblical behaviors.

Signature

Date

