



Heirs of Mountain Home

An Alabama Non-profit Corporation

CODE OF ETHICS AND CONDUCT POLICY

ARTICLE I

Summary of Policy

The successful operation and reputation of the Heirs of Mountain Home is built upon the principles of fair dealing and ethical conduct of all directors, officers, committee members, advisory committee members, and volunteers (*an employees should the corporation go to that level in the future, which is not expected*). Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity, using the Holy Bible as our guide.

The Heirs of Mountain Home will comply with all applicable laws and regulations and expects its directors, officers, and others associated with its operation to conduct business in accordance with the letter, spirit, and intent of all relevant laws and the instructions and examples provided in the Holy Bible, and to refrain from any illegal, dishonest, or unethical conduct.

Code of Ethics Summary

To Live by The Golden Rule – to treat others and we want to be treated, to love our neighbors of ourselves.

To be aware we live in a fallen world and maintain our commitment to living as Christians, following the instructions and teachings given to us in the Holy Bible which is the Word of God.

To act with integrity in everything we do.

To take responsibility for our decisions and their consequences.

We are committed to:

- Acting honestly, truthfully and with integrity in all that we do and with all who we interact.

- Avoiding conflicts of interest, and appropriately handling actual or apparent conflicts of interest.
- Treating everyone fairly, with dignity and respect, in accordance with the Golden Rule
- Being responsible, transparent, and accountable for our actions.
- Acting responsibly toward the community in which we work and for the benefit of the community that we serve.
- Continually align our priorities with our values.
- Complying with both the spirit and the letter of the law.
- Having and exercising an extra-mile attitude in all that we do for the Glory of God.

To be the type of people envisioned in the Golden Rule and to live for Christ, boldly;

- * To care more than others may think is wise
- * To risk more than others think is safe
- * To dream more than others think is practical
- * To expect more than others think is possible
- * To work more than others think is necessary (to do more than our fair share)
- * To be obedient to the Holy Spirit when others disagree or dismiss.

ARTICLE II

How were the Foundation of our Ethical Standards Determined The Historical Impacts of Education on Ethical and Moral Behavior and Strength of Character and Integrity in the United States

At the beginning of colonial times, and continuing forward, the education system was heavily influenced by European intellectuals. Their beliefs regarding education, human potential, and learning still shape much of American education.

During the revolutionary period (1750-1820), Benjamin Franklin was often quoted as having said, "The good Education of youth has been esteemed by wise men in all ages, as the surest foundation of the happiness both of private families and of commonwealths."

Education in the colonies reflected the colonists' beliefs, values, and concerns. Most colonists believed education should help save souls and emphasized the scriptures. New England colonies established town schools with a strong Puritan tradition. Different groups in the middle colonies established parochial schools that preserved their various languages and beliefs. Informal education in early America meant learning from the family, working through apprenticeships, and learning from the increasing number of published books and newspapers of books and newspapers.

As was the case in pre-colonial era education, early curriculum materials in the colonies were based on the Old and New Testaments. The hornbook was the first reader for many students. The hornbook was a form of children's primer common in both England and America from the late 16th to the late 18th

century. It was a sheet containing the letters of the alphabet was mounted on a wooden frame and protected with thin, transparent plates of horn. The frame was shaped like a table-tennis paddle, had a handle, and was usually hung at the child's belt. The earliest sheets were of vellum; later they were of paper. They contained first a large cross, from which the hornbook was called the Christ's Cross row, or crisscross row. The alphabet in large and small letters followed. The vowels then formed a line, and their combinations with the consonants were given in a tabular form. The usual blessing—"In the name of the Father and of the Son and of the Holy Ghost, Amen"—followed, then the Lord's Prayer, the whole concluding with the Roman numerals. Later, primers-textbooks designed to impart rudimentary reading skills-were developed.

Early geographies, dictionaries, and spellers emphasized patriotic and moral themes. In 1836, McGuffey Readers were first produced; they emphasized virtues and patriotic nationalism. The McGuffey Readers series for grades 1-6 were incorporated widely by the mid 1800's and were used well into the early 1900's.

Early schools were judged successful if they provided rudimentary education in the basic skills of reading, writing, and arithmetic at low cost. The success or failure of schools varied for students depending on their race, gender, or social class. Compared to other societies of the time, however, education in early America was remarkably successful.

The foundations of education during the period from 1600 to the early 1800's produced so many outstanding leaders that were part of our country's early history. In fact, a report from the Thomas Jefferson Research Institute indicated in the days when the men who led the founding of our nation were growing up over 90% of the educational thrust was of a moral, ethical, and religious nature. And yet, by the 1950's the percentage of that same educational thrust was so small it could not be measured. The logical question that comes to mind is could that be the reason that three million Americans in 1776 produced the likes of Washington, Madison, Jefferson, Hamilton, Adams, etc., and why in the early years of the 21st Century there are none to the same caliber?

A strong moral education empowers a person to make good ethical choices. The educational system in our country has slowly and systematically removed all of those early cornerstones. The result has been a decline in obedience to the Holy Word of God we have in the Bible, a decline in its core tenants being taught to our children, the removal of prayer in our schools, removal of the Pledge of Allegiance from our schools, followed by a continuing breakdown of the family, an increase in the number of divorces and single parent homes, an increasing disregard for the sanctity of life, respect of others, the need for personal responsibility, and many others.

Regardless of how we arrived at this place, we are here. Chaos abounds but the Word of God remains today as it was in the days it was written – the irrefutable and definitive Word of God by which we are to live. In these times, the Golden Rule matters even more as it provides the standard by which we are to conduct ourselves, in terms a small child can understand. It is therefore why we commit ourselves to this code of ethics and conduct, that through our actions we might bring honor and glory to the House of God, His Church, and to our Lord and Savior Jesus Christ.

ARTICLE III

OUR FOUNDATIONAL STANDARD

There are two things key to ethics; a standard to follow and the will to follow the standard.

Simply stated, ethics is all about how we meet the challenge of the right thing when doing so costs more than we want to pay. We have the capability to know right from wrong, good from evil, and propriety from impropriety. The harder thing is the commitment to do what is right, good, and proper – ethics requires action.

The Holy Word of God found in the Bible, provides us with the standard to follow; it is the Golden Rule. The following from the Old and New Testaments clearly give us the Golden Rule and the standard which is to guide our behavior.

- Leviticus 19:18 You shall not take vengeance, nor bear any grudge against the children of your people, but you shall love your neighbor as yourself: I am the LORD.
- Matthew 7:12 Jesus said, “Therefore, whatever you want men to do to you, do also to them, for this is the Law and the Prophets.”
- Matthew 19:18 Jesus said, “...You shall love your neighbor as yourself.”
- Luke 6:31 Jesus said “...And just as you want men to do to you, you also do to them likewise.”
- Romans 13:9 ...and if there is any other commandment, are all summed up in this saying, namely, “You shall love your neighbor as yourself.”
- Galatians 5:13-14 For you, brethren, have been called to liberty; only do not use liberty as an opportunity for the flesh, but through love serve one another. For all the law is fulfilled in one word, even in this: “You shall love your neighbor as yourself.”

Universally, we all want to be valued, appreciated, trusted, respected, understood, and to not be taken advantage of by others. This common ground is the continual application of the Golden Rule. Understanding this common ground gives us the key that unlocks the Golden Rule in our lives. The Golden Rule makes intangible things tangible. There is no need to know the law, the nuances of philosophy, the meaning or inner workings of anything – it only requires that we imagine ourselves in the place of another person. There are no loopholes and no complicated rules, only to do unto others as we would want them to do unto us.

If we had only one rule, it would be The Golden Rule. If we get that one right, no other rules are needed.

ARTICLE IV

OUR FOUNDATIONAL STANDARDS OF CONDUCT

We shall strive daily to live up to The Golden Rule. To apply it to every action we take, and every decision we make.

We will hold ourselves accountable to our foundational standards, to the instructions left to us by Jesus Christ, our Lord and Savior, and from all of the Anointed Holy Word of God contained in the Bible. We will strive to avoid the five major factors that could prevent our conduct from maintaining alignment with those instructions. These are the most common factors when ethics are compromised; pressure from others, our desires of pleasure, the appeal of power, pride which precedes a fall, and misplaced priorities.

We will continually confirm our priorities. We will strive to keep the important things at the forefront and to not allow them to be overtaken by the unimportant.

We will strive to act responsibly in all matters. To understand that integrity requires our beliefs and actions must line up with each other. To conduct ourselves in a manner that others cannot say that we act in a manner contrary to what we have verbally declared. To live the Golden Rule by:

1. Taking responsibility for our actions
2. Developing and/or maintaining personal discipline
3. Acknowledging our own weaknesses, and to
4. Continually align our priorities with our values as children of God Almighty
5. Quickly admitting wrongdoing and ask for forgiveness.
6. Taking special care with finances entrusted to us for the benefit of our charitable purposes.
7. Remembering our family must be placed ahead of our work.
8. Always placing the highest value on people, and
9. To have an extra-mile attitude. To be the type of people envisioned and instructed through the Golden Rule. In that,
 - * *To care more than others may think is wise*
 - * *To risk more than others think is safe*
 - * *To dream more than others think is practical*
 - * *To expect more than others this is possible*
 - * *To work more than others think is necessary (to do more than our fair share)*
 - * *To be obedient to the Holy Spirit when others disagree or dismiss.*

To take as our own a set of rules developed by a young pastor who felt intimidated by the position as spiritual leader of so many people much older than he. His way of putting the Golden Rule into action in a manner that showed his respect for others while clearly indicating the respect he also expected in return.

We include his rules and pray the Lord will give us the courage and strength to live up to them in all dealings, in all matters, in all circumstances that we may find ourselves.

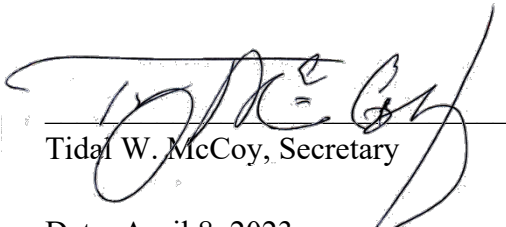
1. If you have a problem with me, come to me (privately).
2. If I have a problem with you, I'll come to you (privately).
3. If someone has a problem with me and comes to you, send them to me. (I'll do the same for you.)
4. If someone consistently will not come to me, say, "Let's go see him together. I am sure he will see us about this. " (I will do the same for you.)

- 5. Be careful how you interpret me-I'd rather do that. On matters that are unclear, do not feel pressured to interpret my feelings or thoughts. It is easy to misinterpret intentions.
- 6. I will be careful how I interpret you.
- 7. If it's confidential, don't tell. If you or anyone else comes to me in confidence, I won't tell unless (a) the person is going to harm himself/herself, (b) the person is going to physically harm someone else, (c) a child has been physically or sexually abused. I expect the same from you.
- 8. I do not read unsigned letters or notes.
- 9. I do not manipulate; I will not be manipulated; do not let others manipulate you. Do not let others try to manipulate me through you.
- 10. When in doubt, just say it. If I can answer it without misrepresenting something or breaking a confidence, I will.

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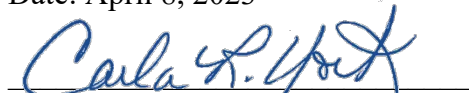
CERTIFICATE OF ADOPTION OF CODE OF ETHICS AND CONDUCT POLICY

I do hereby certify that the above stated Code of Ethics and Conduct Policy for Heirs of Mountain Home were approved and adopted by the board of directors on April 8, 2023, and constitute a complete copy of the Code of Ethics and Conduct Policy of the corporation.



Tidal W. McCoy, Secretary

Date: April 8, 2023



ATTEST: Carla R. York, President

