

# STATEMENT OF ETHICS

## Mission

Aiken Choral Society was founded in 1971 and was organized for the charitable and educational purpose of offering musicians and our audiences the opportunity to learn about, perform and be inspired by sacred and secular choral music of all ages. This mission, contained in our Bylaws, underpins all of our organization's programs.

## Personal and Professional Integrity

Aiken Choral Society board members act with honesty and openness as representatives of our organization and in their interactions with one another. Aiken Choral Society promotes a working environment that values respect, candor, and fairness, and does so within the context of the core values listed above.

## Governance

The Aiken Choral Society board of directors operates in partnership with our Artistic Director to set the strategic and artistic direction for the organization, as well as oversee finances, operations, and policies as set forth in the organization's articles of incorporation and bylaws. The board regularly reviews the activity reports, financial statements, and policies of the organization to ensure alignment with its mission and goals, as well as compliance with nonprofit legal standards.

## Legal Compliance

Aiken Choral Society and its professional advisors are knowledgeable of and comply with all relevant laws and regulations.

## Responsible Stewardship

Aiken Choral Society prudently manages its funds, whether they are contributed revenue, earned income, or investment income. The organization spends a reasonable percentage of its annual budget on programs in pursuance of its mission and on administrative expenses to ensure effective accounting systems, internal controls, fundraising, competent performers, and other expenditures critical to professional management and organizational sustainability. Aiken Choral Society does not accumulate excessive operating funds and maintains a responsible level of reserves to enable our organization to respond to philanthropic trends and achieve our mission to educate and inspire our singers and audiences.

## Openness and Disclosure

Aiken Choral Society provides comprehensive, timely information to the public, media, donors, and other stakeholders, and is responsive to all reasonable requests for information. All public information about our organization fully and honestly reflects its policies and practices. Essential financial information about Aiken Choral Society is available to the public.

## Program Evaluation

Aiken Choral Society regularly reviews program effectiveness and employs mechanisms to incorporate lessons learned into future programs and business planning processes. The organization is committed to improving its effectiveness for the benefit of our singing and non-singing members, audience members, and our community as a whole.

## Inclusiveness and Diversity

Aiken Choral Society maintains a spirit and practice of inclusiveness, and seeks members, volunteers, board members, and affiliated consultants who enrich our programmatic effectiveness through a diversity of experience, skills, cultures, and backgrounds. Our organization has a policy of equal opportunity for our staff and board and does not discriminate in hiring, retention, promotion, board recruitment, partnerships, and communities served based on race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status or any other characteristic protected under applicable federal or state law.

## Fundraising

Aiken Choral Society is truthful and forthright in its fundraising communications, respects the privacy rights of donors, and expends funds in a manner consistent with donor intent. Our organization appropriately acknowledges and recognizes donors for contributions received, and all solicitation materials accurately represent the organization's mission, objectives, and activities, as do related financial, organizational, and program reports.

*Aiken Choral Society's board of directors will include this statement of ethics in their periodic review of organizational strategic plans, bylaws, and policies to ensure that the content and spirit of the values and ethical standards described herein are reflected in our organization's goals, operations, and role in the nonprofit sector.*