

BOARD CODE OF ETHICS

As the Board of Directors for East Suburban Resources, Inc., we recognize our responsibility to the citizens of Washington County. The citizens are viewed as owners of the Agency, to whom the Board is primarily responsible and on whose behalf the Board forms its policies.

The Board of Directors shall govern the Agency so that long-term values are achieved in a manner consistent with humane and productive use of people and resources. Board process will be orderly with deliberate thought and consideration in the use of the Board's time. To those ends, the governance process used by the Board of Directors will be characterized as follows:

1. The Board of Directors will govern with a long-term perspective in all things, attending to the current and short-term only
 - as a temporary measure,
 - in monitoring Executive Director performance, or
 - as a device to maintain a grassroots understanding by Directors
2. A major ongoing concern of the Board of Directors will be the careful consideration of the amounts and types of benefits sought for consumers receiving services. All other concerns, however legitimate, will be made routine as much as possible in order for the Board's conscious effort to be chiefly on its vision for the consumers receiving services and their families.
3. The Board of Directors will speak with one voice to the Executive Director and to the community. No individual Director shall have authority over the Agency except as directed by the Board as a whole. The Board as a whole will exercise total authority over the Agency through the Executive Director.
4. The responsibilities of the Board of Directors shall be clearly distinguished from those of the Executive Director.
5. In relation to the Executive Director's executive authority, the Board of Directors will speak affirmatively to "ends" of the Agency and will address the "executive limitation" in a constraining or negative fashion. In both events, the method of speaking will be in explicit, formally categorized, written policies.
6. The Board of Directors commits itself formally and informally to focus its delegation and accountability concerns on the Executive Director alone, avoiding either interfering with the Executive Director's management of the Agency or "saving" the Executive Director from the challenges of managing.

As a Director of the Board, each individual shall:

1. Consider her/himself a “trustee” of ESR and do their best to insure that it is well-maintained, financially secure, growing and always operating in the best interest of consumers served.
2. Keep well-informed of facts and developments relevant to issues that may come before the Board.
3. Bring to the attention of the Board any issues/opportunities that may be of benefit or adverse effect to consumers.
4. Recognize that all authority is vested in the full Board only when it meets in legal session, or when Directors unanimously consent to an action without a meeting.
5. Show respect for the opinions of other Directors.
6. Show respect for the majority decisions of the Board.
7. Recognize that their position is to ensure that ESR is well-managed, not to manage the organization.
8. Refer any complaints of others to the Executive Director or the Chairperson of the Board, as appropriate.
9. Declare financial conflicts of interest between their business/personal life and their position on the Board, and abstain from voting on issues involving said conflicts.
10. Not use ESR for their personal advantage or that of their friends or relatives.
11. Not discuss the confidential proceedings of the Board outside Board meetings.

I have received and agree to abide by the statements above:

Signed

Date