



HURON MOUNTAIN CLUB

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Code of Ethics

The purpose of this Code is to articulate the values and ideals of the Huron Mountain Club ("Club") and to unify members, staff, and community partners in adhering to these values as we carry out our mission, summarized in the Preamble to our Bylaws.

Our Mission

The Club is a private social club created "for hunting and fishing, and for affording its members opportunities for healthy recreation." Sustained by the lasting ties of family, friendship and love of nature, the Club has for more than a century fulfilled those purposes well. Over the years, and as its old-growth forest has become more and more rare, the Club has also given its members a strong sense of the special value of the unspoiled forests and waters that our forebears so wisely preserved. By the terms of our Bylaws we in our turn commit to study and protect these forests and their wildlife for science and for the benefit and enjoyment of future generations.

Governance

The Club's Board of Directors is responsible for setting strategic direction of the Club's activities and approves and oversees the finances, operations, and policies of the organization. It is the responsibility of the Board of Directors to:

- Ensure that the officers, directors and key employees of the Club have the requisite skills and experience to carry out their duties and that all Board members understand and fulfill their governance duties acting for the benefit of the Club
- Hold regular meetings and ensure that a quorum is present at each board meeting.
- Record minutes for each meeting which are approved by the Board promptly and retained in the Club's records.
- Adhere to a conflict of interest policy and ensure that any conflicts or the appearance thereof are avoided or appropriately managed through disclosure, recusal, or other means.
- Oversee and approve the hiring, firing, and review of the performance of the General Manager, and ensure that the compensation policies are reasonable, fair, and appropriate.
- Assist, guide and oversee the General Manager in the performance of his or her duties.
- Ensure employees and vendors provide timely and comprehensive information so that the Board can effectively carry out its duties.
- Ensure that the Club conducts all transactions and dealings with integrity and honesty.
- Ensure that the Club promotes working relationships with staff and vendors that are based on mutual respect, fairness and openness.
- Ensure that the Club is fair and inclusive in its hiring and promotion policies and practices for all staff positions.
- Ensure that the Club's policies are in writing, clearly articulated and available, and enforced.
- Ensure that the Club has the capacity to carry out its programs effectively.

Personal and Professional Integrity

The Club will create a working environment that values respect, fairness, and integrity. Accordingly, the Club's Board of Directors, members and staff will act with honesty, integrity and openness in all their dealings as representatives of the Club to all its constituents and with the community.

Responsible Stewardship

The Club will manage organization funds responsibly and prudently. This will include the following considerations:

- All financial practices and policies will be fair, reasonable and appropriate in furtherance of the Club's mission.
- The Board of Directors will approve the Club's annual budget and will receive regular financial reports that are factually accurate and complete in all material respects. An adequate amount will be spent on administrative expenses to ensure effective accounting systems, internal controls, competent staff, and other expenditures critical to professional management.
- The Club will compensate staff, vendors, and any others who may receive compensation appropriately. All compensation will be reviewed and approved by the Board of Directors and the General Manager. If decisions regarding compensation present a conflict of interest for a person, that person will recuse himself or herself for the vote.
- Reasonable internal controls will be in place to safeguard the Club's assets from theft or misuse, and management will ensure adequate controls over expenditures and disbursements.
- The Club will adopt a Whistleblower Protection Policy to prevent, detect and address improper activities. The policy will be distributed to the Board, members and staff and will be made available to the public on the Club's public website. The Club will take timely and appropriate action to address concerns brought forth in accordance with that policy.

Ethical Promotion & Accountability

Basic informational data about the organization will be posted on the Club's publicly-viewable website. All financial records and other reports to the membership on Club programs will be complete and accurate in all material respects. Further, the Club will provide comprehensive and timely information to its membership, and will be responsive in a timely manner to reasonable requests.

Legal & Regulatory Compliance

The Club will be vigilant in compliance with all applicable federal, state and local laws, regulations and applicable conventions that govern and regulate organizations of its type.