

SUTTER BUTTES REGIONAL LAND TRUST
Formerly The Middle Mountain Foundation

Code of Ethics and Standards of Service for Board, Staff and Advisors

Definitions

“SBRLT” when mentioned herein will refer to the Sutter Buttes Regional Land Trust.

“Land Trust” when mentioned herein will refer to the Sutter Buttes Regional Land Trust.

“Board” when mentioned herein will refer to the Land Trust board of directors.

“Director” when mentioned herein will refer to a member of the Land Trust Board.

“Officer” when mentioned herein will refer to an officer of the Land Trust who does not hold a seat on the Board of Directors.

“Staff” when mentioned herein will refer to all employees and contractors of the Land Trust.

Ethical Mission and Value

Sutter Buttes Regional Land Trust’s ethical obligations extend from the land conservation community to donors and taxpayers, landowners, the land, and the community at large. SBRLT embraces the fundamental values of honesty, integrity, fairness, respect, trust, responsibility, inclusiveness, and accountability in all of its operations.

Consistency of Purpose

Sutter Buttes Regional Land Trust’s mission to protect the land and natural resources of the Sutter Buttes and the surrounding region for present and future generations guides everything we do from the focus of our protection and conservation efforts to the allocation of our resources. Systematically, strategically, and using the best information available, we will work through non-confrontational means toward tangible and lasting results.

One Land Trust

Our strength and vitality lie in being a single unified organization working to achieve Land Trust-wide objectives. We value the collective and collaborative efforts that are so essential to our success, and we believe in maintaining constructive and supportive relationships with each other.

Accountability

The SBRLT Board of Directors is the legal entity for the Land Trust and is responsible for the formulation and maintenance of SBRLT’s general policies and operational continuity.

Each Director must devote time and attention to the affairs of the Land Trust to ensure that all SBRLT actions, including those of the executive director and staff, are in accordance with its established bylaws. In establishing policies or authorizing activities, the Board must ensure that no policies or activities will jeopardize the basic not-for-profit status of the Land Trust or will reflect unfavorably upon SBRLT as an institution devoted to public service.

Fiduciary Responsibility

The Board of Directors holds the fiduciary responsibility for the Land Trust and for the protection of its assets. These assets include, but are not necessarily limited to, land holdings, physical facilities, financial assets, and the staff itself.

Adopted: _____

Revised: _____

Due for Revision: _____

See also: _____

Loyalty

Directors and Staff should not attempt to act in an individual capacity. All actions should be taken as a board, committee, or subcommittee, and in conformance with the bylaws or applicable procedures and resolutions. Directors and Staff should work for the institution as a whole and not as advocates for particular activities or committees of SBRLT.

All Directors should contribute to the Land Trust in time, services, or funds as best they can, encourage others to do so, and support its goals without reservation. The donation of goods or services by a Director, a member of a Director’s family, or an enterprise in which a Director or a member of a Director’s family has a material financial interest will not be considered a Conflict.

Communication

Directors should be especially careful to keep all directors and staff informed at all times about ongoing Board needs and plans and should refrain from making independent administrative decisions.

Staff efforts will be guided by the Land Trust mission, Board-approved strategy, committee-approved plans, bylaws, and policies. With the exception of the President, representing the Board, individual Board members will not direct Staff efforts.

Confidentiality

Directors and Staff should keep information learned during the course of SBRLT activities in confidence when the information concerns the administration and activities of the Land Trust that are not generally available to the public.

I, _____, as board member, officer, or staff of the Sutter Buttes Regional Land Trust, dedicate myself to the protection of land and other activities that further the mission of the Land Trust. As a representative of Sutter Buttes Regional Land Trust, I have an obligation to help maintain the credibility of the land conservation community by ensuring that my actions will enhance the reputation of land conservation. I acknowledge the trust placed in Sutter Buttes Regional Land Trust by our donors, landowners, partners, and the public, and my actions will always uphold that trust.

I pledge to conduct organizational and land protection activities under the highest professional standards and in accordance with all Sutter Buttes Regional Land Trust policies, standards and practices. Furthermore, I pledge to be especially diligent in ensuring that my actions serve the public interest, respect all laws, demonstrate integrity, and consider the long-term responsibility to the lands we protect.

Signed _____ Position _____ Date _____

Please print name _____