

EXCLUSIVE



FULCRUM
NONPROFIT LEADERSHIP

CODE OF ETHICS FOR NONPROFIT LEADERS



Code of Ethics for Nonprofit Leaders

Adopted on March 7, 2025

Introduction

Nonprofit leaders hold a unique position of trust and responsibility within their organizations and communities. To ensure the highest standards of integrity, transparency, and effectiveness, nonprofit leaders must adhere to a strong ethical framework that guides their decisions and actions. This Code of Ethics establishes fundamental principles that all nonprofit leaders should follow.

1. **Commitment to Mission** Nonprofit leaders must remain steadfast in their commitment to their organization's mission. All decisions, strategies, and actions should align with and advance the organization's core purpose.
2. **Integrity and Accountability** Leaders must act with honesty, transparency, and accountability in all aspects of their work. They should maintain accurate financial records, report openly to stakeholders, and take responsibility for their actions and decisions.
3. **Stewardship of Resources** Nonprofit leaders must use financial, human, and material resources wisely and responsibly. They should ensure that all resources are allocated effectively to serve the mission and provide maximum benefit to the community.
4. **Ethical Fundraising** All fundraising activities must be conducted with honesty and transparency. Leaders should communicate clearly with donors about how funds will be used and ensure that all contributions are managed responsibly.
5. **Respect for Diversity and Inclusion** Nonprofit leaders must foster an inclusive and diverse environment, ensuring equal opportunities for all employees, volunteers, and beneficiaries. They should actively work against discrimination and create a culture of respect and equity.
6. **Board and Staff Relations** Leaders should cultivate a collaborative and respectful relationship with their board, staff, and volunteers. They must promote open

communication, shared decision-making, and a culture of mutual trust and respect.

7. Conflicts of Interest Leaders must avoid conflicts of interest and disclose any potential conflicts promptly. They should not use their position for personal gain and must always prioritize the interests of the organization over personal or financial interests.

8. Advocacy and Public Trust Nonprofit leaders serve as ambassadors for their organizations and must advocate for their mission with honesty and integrity. They should uphold the public's trust by maintaining high ethical standards in all external communications and partnerships.

9. Compliance with Laws and Regulations Leaders must be knowledgeable about and comply with all applicable local, state, and federal laws, including nonprofit governance, employment, and tax regulations. They must also uphold best practices in nonprofit management.

10. Commitment to Continuous Learning Nonprofit leaders should engage in ongoing professional development and encourage a culture of learning within their organizations. They must seek innovative solutions, adapt to changing circumstances, and ensure they are equipped to lead effectively.

Conclusion

This Code of Ethics serves as a guiding framework for nonprofit leaders to uphold the highest standards of ethical conduct. By adhering to these principles, leaders can strengthen their organizations, inspire confidence among stakeholders, and drive meaningful, lasting impact within their communities.