

Whistle Blower Policy

is committed to being 'above reproach' in all of its operations and functions in accordance with good governance policies and procedures. Our church(es) will operate in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and we prohibit all fraudulent practices by any of our board members, officers, employees, or volunteers. This policy outlines a procedure for employees to report actions that an employee reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to business and does not relate to private acts of an individual not connected to the business of

Board resolution: The Elder Board of _____ approves the inclusion of the following policy in the Employee Handbook, and directs the Senior Pastor and/or Delegate to ensure that it is given to and acknowledged by all employees.

If an employee has a reasonable belief that an employee or representative of _____ has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to the Pastor of the particular church. If the employee does not feel comfortable reporting the information to the Pastor he or she is expected to report the information to the Delegate of that church.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, _____ will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

_____ will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports to a supervisor, to the Pastor, the Delegate or other member of the Board of Elders, or to a federal, state or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee's rights.

_____ may take disciplinary action (up to and including termination) against an employee who, in management's assessment, has engaged in retaliatory conduct in violation of this policy.

In addition, _____ will not, with the intent to retaliate, take any action harmful to any employee who has provided to law enforcement personnel or a court truthful information relating to the commission or possible commission by _____ or any of its employees of a violation of any applicable law or regulation.

BFC Pastors and Delegates will be trained on this policy and prohibition against retaliation in accordance with this policy.