

CODES OF ETHICS AND WHISTLEBLOWER POLICY

OF

KINGDOM WORKER MINISTRIES

ARTICLE I

PURPOSE

Section 1. Purpose

- 1.1 Kingdom Worker Ministries (KWM), a tax-exempt corporation, requires and encourages directors, officers and employees to observe and practice high standards of business and personal ethics in the conduct of their duties and responsibilities.
- 1.2 The employees and representatives of the ministry must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.
- 1.3 It is the intent of KWM to adhere to all laws and regulations that apply to the ministry and the underlying purpose of this policy is to support the ministry's goal of legal compliance.
- 1.4 The support of all ministry staff is necessary to achieving compliance with various laws and regulations.
- 1.5 This policy is intended to supplement but not replace any applicable state and federal laws governing codes of ethics and whistleblowers applicable to nonprofit and charitable corporations.

ARTICLE II

POLICY

Section 1. Policy

1.1 Reporting Violations:

- 1.1.1 If any director, officer, staff or employee reasonably believes that some policy, practice, or activity of KWM is in violation of law, a written complaint must be filed by that person with the Lead Pastor or the Board of Directors' Vice President.

1.2 Acting in Good Faith:

- 1.2.1 Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation.

1.2.2 Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false shall be subject to civil and criminal review.

1.3 Retaliation:

1.3.1 Said person is protected from retaliation only if he/she brings the alleged unlawful activity, policy, or practice to the attention of KWM and provides KWM with a reasonable opportunity to investigate and correct the alleged unlawful activity.

1.3.2 The protection described below is only available to individuals that comply with this requirement.

1.3.2.1 KWM shall not retaliate against any director, officer, staff or employee who in good faith, has made a protest or raised a complaint against some practice of KWM or of another individual or entity with whom KWM has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

1.3.2.2 KWM shall not retaliate against any director, officer, staff or employee who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of KWM that the individual reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

1.4 Confidentiality:

1.4.1 Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously.

1.4.2 Reports of violations or suspected violations shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

1.5 Handling of Reported Violations:

1.5.1 The Lead Pastor or the Board of Directors' Vice President shall notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days.

1.5.2 All reports shall be promptly investigated by the board and its appointed committee and appropriate corrective action shall be taken if warranted by the investigation.

1.5.3 This policy shall be made available to all directors, officers, staffs or employees and they shall have the opportunity to ask questions about the policy.

We certify that we are the duly elected and acting Board of Directors of KWM and that the foregoing policy constitute the Codes Of Ethics And Whistleblower Policy of Kingdom Worker Ministries. The policy was duly adopted by common consent at a meeting of the Board of Directors held on July 18, 2019.

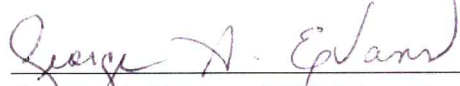
The following members, who were present:

George A. Evans,
Lee E. Suggs, Sr.,
Danielle Higgs,
Belinda Jordan,
Patricia Diane Sumner

Members, who were absent:

None

Signed as of July 18, 2019:



George A. Evans – KWM President/Lead Pastor