Integrity Policy
One in Him Foundation Int.

Version 1.0 | Prepared on October 13, 2026 | Approved on Ocktober 14, 2026

1 Purpose and scope

One in Him Foundation International is a US charitable organization recognized as tax-exempt under Section 501(c)(3) of the Internal Revenue Code. We seek to share the Gospel and help people grow in faith. Our Christian beliefs call us to act honestly, take responsibility and respect every person's dignity.

This policy applies to the board, officers, employees, volunteers, trip leaders and others acting on behalf of the US organization. It applies to fundraising, events, mission activities, online contact and work abroad for which we are responsible. When working with external partners, including the Dutch foundation, we establish the responsibilities and standards that apply to each organization.

Our correspondence address is Ruimtesonde 19, 3824MZ Amersfoort, the Netherlands. General contact: info@oneinhimfoundation.com. Sensitive integrity reports use the dedicated contacts in Section 8.

2 Respect and personal boundaries

We treat people with respect. Discrimination, bullying, humiliation, threats, violence, sexual harassment and sexual abuse are not permitted. We take cultural differences into account, but never use them to justify inappropriate conduct.

We ask for permission before touching someone and respect a refusal. This also applies during prayer and personal support. We avoid creating unnecessary dependency and do not use a leadership or spiritual position to pressure someone.

We respect the freedom to ask questions, hold a different opinion or leave an activity. Reporting a concern, expressing criticism or refusing something must not lead to exclusion or spiritual pressure. We do not use statements about God's will, obedience or blessing to override personal boundaries.

3 Safe supervision

Before activities involving children or vulnerable adults, we assess the risks. We establish arrangements for supervision, transport, overnight stays, private contact and reporting concerns. We avoid situations in which a supervisor is alone with a child or vulnerable participant without oversight or visibility to others.

For roles involving these responsibilities, we use appropriate selection procedures, references and lawful background checks where relevant. Checks must comply with applicable employment, screening and privacy laws. They do not replace supervision or agreed standards of conduct.

Before a mission trip, participants receive information about conduct, safety and how to report a concern. Local partners receive the same basic standards. Assistance, access to activities or personal attention must never be made conditional on a donation, a sexual favor or an unwanted personal relationship.

When there is immediate danger, safety comes first. In the United States, call 911; in other countries, use the local emergency number. We follow applicable requirements for reporting suspected abuse to child protection agencies, law enforcement or other competent authorities. A legally required report must not be delayed for an internal investigation or board approval. An internal report does not replace contacting emergency services or reporting a matter to the police.

4 Donations and financial responsibility

Money and goods intended for the organization are used to further its charitable objectives. We maintain records of income, expenditure and arrangements for designated donations that can be checked. If a designated purpose proves impracticable, we seek a lawful solution consistent with donor restrictions and inform the donor where necessary.

We fundraise honestly. We provide understandable information about the purpose of a donation and respect the decision not to give, to change a contribution or to stop giving. We do not promise that a donation creates an entitlement to healing, prosperity or special treatment. Donation acknowledgments and any disclosure of goods or services provided in return follow applicable IRS requirements.

Expenditure is approved in accordance with an authorization framework adopted by the board. A person requesting an expense must not be its sole approver. Where separation of duties is impractical, the board arranges an independent check. Where practicable, two people count and record cash received.

Personal expenses are not recorded as organization expenses. Reimbursements are based on documented costs or arrangements established in advance. Compensation and related-party payments must be reasonable, properly approved by disinterested decision makers and documented. We do not divert charitable earnings or assets for improper private benefit or private inurement. Fraud, theft, bribery and deliberately misrepresenting financial information are not permitted.

As a Section 501(c)(3) organization, we do not participate or intervene in political campaigns for or against candidates for public office. Any lobbying activity must remain within the limits permitted for our organization.

5 Conflicts of interest and gifts

Anyone with a personal, business or family interest in a decision discloses it in advance. This includes contracts, appointments and payments involving relatives or associates. We document the interest and decision-making process. An interested board member does not vote on the matter and withdraws from deliberations, except to provide requested factual information. We follow the applicable law, governing documents and conflict-of-interest procedures.

We do not accept a gift, benefit or invitation that could influence our independence or create that impression. Small customary tokens of appreciation are allowed when nothing is expected in return. If in doubt, approval must be sought in advance from a manager or board member who is not involved. Cash gifts must not be accepted personally as a reward for work on behalf of the organization.

6 Personal data and communication

We share confidential information only with people who need it for their role. We use approved systems and do not give unauthorized people access to donor data, personnel information or personal stories. Our privacy statement and internal privacy arrangements provide further detail.

Our communication presents an honest account of our activities and results. Before sharing an identifiable personal testimony or sensitive information, we obtain appropriate consent. We give additional protection to children and vulnerable people. An impressive story or a good photograph never takes priority over someone's safety and dignity.

7 Responsibilities

The board of the US organization adopts this policy, provides sufficient resources and oversees its implementation. It appoints a person responsible for integrity and establishes an independent route for reports concerning leadership or the board.

Managers discuss the policy when someone starts their work and before relevant activities. They identify risks, address conduct with care and bring concerns to the appropriate person responsible for handling reports.

Everyone acting on behalf of the organization knows the standards and can raise concerns. A confidential adviser supports the person raising a concern, discusses the available options and protects confidentiality. This adviser does not decide the outcome of the report and must not also act as investigator in the same case.

8 Raising a concern or reporting a suspicion

You do not need to be certain that something is wrong before discussing a concern. You can contact:

Integrity reporting contact: vcp@oneinhimfoundation.nl

Confidential adviser: Deetje
Independent route for reports concerning leadership or the board:
hr@oneinhimfoundation.com

You do not have to confront the person concerned before making a report. You may report in writing or verbally and bring someone to support you. For general questions or an ordinary service complaint, email info@oneinhimfoundation.com. Send sensitive integrity reports to the restricted-access reporting contact.

Anonymous concerns are also assessed. Without a way to contact you, investigation or feedback may be limited. When speaking with the confidential adviser, discuss in advance what may be shared with others.

9 Handling reports

We take reports seriously and record only the information needed. The person handling a report must not be personally involved in the matter. Where there is a conflict of interest or a serious report, independent expertise is engaged.

Reports are handled as follows:

- We acknowledge receipt within five working days if contact details are available.
- We assess as soon as possible whether protection or other immediate measures are needed. We discuss the next steps and any support with the person who raised the concern.
- We choose an appropriate approach. If an investigation is required, we document its scope, responsibilities and timetable. Those involved have an opportunity to explain their side, without compromising safety or the investigation.
- We aim to provide substantive feedback within six weeks. If more time is needed, we explain why and provide a revised timetable. During a longer process, we provide a progress update at least every four weeks.
- We document the outcome, any measures and lessons learned. The person who raised the concern receives information about how it was handled, insofar as the privacy of others allows.

We share information only with those who need it. We cannot promise complete confidentiality where protection, an investigation or a legal obligation requires disclosure. Where possible, we discuss this with the person who raised the concern beforehand.

10 Protection and measures

No one will be disadvantaged for raising a concern on reasonable grounds, seeking support or assisting with an investigation. This also applies when a suspicion is not confirmed. Deliberately false allegations may lead to measures; a mistake is not the same as a knowingly false report.

Depending on the facts, measures may include support, a warning, changes to duties, temporary restrictions on access, suspension or termination of the working relationship. We act carefully and take account of employment law, contracts and the rights of those involved.

We assess whether reporting to a competent federal, state, local or overseas authority is necessary. People may seek independent advice or report directly to a competent authority without first using this procedure. We do not interfere with lawful reporting, whistleblower protections or participation in an official investigation.

11 Records and review

Reports are kept in a restricted-access file. Only designated people who are not involved in the matter have access. After closure, we assess which data is still needed for follow-up, protection or legal accountability. Unnecessary data is deleted. We separately assess the permitted processing of data relating to criminal offenses and other sensitive categories of data.

The board reviews the policy annually and after a serious incident. We discuss lessons learned and describe our work on integrity in our annual accountability reporting. Information about reports is shared only in a form that protects the privacy and safety of those involved.