



## **Whistleblower Protection Policy**

*Adopted August 1, 2024*

Hope Community Church is committed to upholding a culture and processes that support high standards of legal and ethical conduct, financial or otherwise, by all those in leadership, including but not limited to employees, members of the Overseer and Governance Teams, and volunteers. In light of this desire, it is the responsibility of employees and others to raise concerns about illegal or improper activities to appropriate leadership such as a supervisor or member of the Central Team, Governance Team, or Overseer Team. If outside reporting is needed, concerns may be raised to our denominational office at Converge North Central. Confidentiality will be maintained to the extent permitted by circumstances. Reports will be promptly investigated by the Governance Team and appropriate corrective action will be taken if warranted by the investigation. Outside counsel and expertise will be consulted as needed and/or required. Additional information for recipients of a report are outlined [here](#).

Whistleblowers are protected against retaliatory actions resulting from reporting unethical conduct if a complaint is filed in good faith. Any allegations that prove not to be substantiated and which have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense. Any whistleblower who feels that adverse action has been taken toward him/her due to reporting in good faith of an improper activity should report such actions to appropriate HCC leadership.

This policy is intended to be used in conjunction with other conduct-related policies such as Child Safety, Harassment, etc.

*Honoring God by helping as many people as possible become fully devoted followers of Jesus Christ.*



612-378-8820



707 10th Avenue South  
Minneapolis, MN 55415



hopecc.com