

Paul's Plan Ministries Inc.

Ethical Code of Conduct

Commitment to Transformation

We will fully commit to the organization's mission of facilitating spiritual growth, mental health wellness, and sustained substance use recovery for individuals exiting the criminal justice system. This includes commitment to supporting multiple recovery pathways.

We will respect and value the personal spiritual, faith, and recovery journey of every individual we serve.

Confidentiality and Respect

We will maintain strict confidentiality regarding all information shared by individuals we assist, respecting their privacy and spiritual and mental well-being.

We will demonstrate unwavering respect for the diverse spiritual and faith beliefs of our participants, creating an environment of inclusion and understanding with respect to individual chosen pathways of recovery fully supporting multiple pathways to recovery.

Honesty and Integrity

We will uphold the highest standards of honesty and integrity in all our interactions fostering trust and credibility within our organization and the community we serve.

We will not engage in any form of deception or unethical behavior that could harm the spiritual and mental well-being of those we serve.

Non-Discrimination and Inclusivity

We will treat all individuals with respect and dignity, regardless of their background beliefs, chosen pathway of recovery, or personal history.

We will actively promote a culture of inclusivity and acceptance, fostering an environment that encourages spiritual growth and mental well-being.

Safety and Well-being

We will take all necessary steps to ensure the safety and well-being of individuals we assist both spiritually and mentally.

We will ensure every individual's safety and well-being are sought after in the highest quality.

We will promptly report any concerns or incidents that may jeopardize the well-being or spiritual growth of those we support in all the organization's efforts.

Accountability

We will welcome constructive feedback and actively seek personal and spiritual growth to better serve our participants/community, with respect to multiple recovery pathways.

We will take responsibility for our actions and decisions, ensuring that they align with our organization's mission and values.

Reporting Violations

We will promptly report any violations of this code of ethics to the appropriate team member within the organization to ensure that this mission is upheld.

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Foundational Statements

Article II of Paul's Plan Ministries Bylaws

2.01 Purpose of Religious Ministry- Said corporation is organized exclusively for religious purposes including, for such purposes, the making of distributions to individuals or organizations that comply with Article 1.06 of the Articles of Incorporation.

Mission Statement: Our mission is to provide comprehensive support and guidance to individuals transitioning from the criminal justice system, empowering them to forge a path of spiritual transformation, mental well-being, and sustained substance use recovery.

Vision Statement: Our organization envisions a world where every individual exiting the criminal justice system experiences a transformation journey of spiritual growth, mental health wellness, and sustained substance use and mental health recovery.

2.02 Core Recovery Principles- Said corporation identifies the following core principles to support people with mental health and substance use related backgrounds who are in transition from a criminal justice setting and/or have criminal justice related backgrounds.

- a) Recovery Vision – Focusing on long term recovery from substance use, enhancing quality and quantity of recovery support services within the community while supporting all recovery pathways.
- b) Authenticity of Voice – Encouraging and supporting self-directed recovery pathways; with real-life experience being elevated and heard at all levels of community, state, and national levels.
- c) Accountability to the Recovery Community – Maintain accountability and responsiveness to the community we serve, an autonomous non-profit organization, independent in governance, drawing strength from the authentic recovery community members who have prior experience with the criminal justice system.
- d) Free of Charge- Peer recovery services are provided completely free of charge to individuals seeking support for mental health and substance use disorders. This is largely due to various funding mechanisms designed to increase access to these vital services.

2.03 Core Recovery Strategies- Said corporation shall engage in the following core strategies to reach and support the recovery community served.

- a. Public Education and Awareness – Educating the public, policy makers, service providers, and media about the reality of recovery. This includes raising awareness of social or political barriers experienced by individuals in or seeking recovery support services and furnishing recovery community members to advocate with anonymity.

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b. Policy Advocacy – Advocacy efforts implemented at all levels addressing barriers found in public policies that hinder an individual's ability to access sustainable recovery through support and services. Advocacy focuses on ending the punitive measures of people for their status as individuals with histories of addiction.

c. Peer Based and Other Recovery Support Services and Activities – Peer recovery support services can be delivered at one central location or in a variety of locations throughout the community. Peer based services can include but are not limited to telephonic, in-person or group meetings, recovery meetings and/or multiple pathways to recovery, harm reduction, workshops, resource brokering, and life skills development. Services can be developed and provided by paid staff or volunteers.