



IJM Netherlands Rules of Engagement

December 2018

Rules of Engagement for the Supervisory Board

1. Goals and tasks

- Oversee and hold the Managing Director (representing the Management Board) accountable for executing on approved strategy and work planning within approved budgets.
- Supervisory and Management Board have independent roles, the Supervisory Board monitors and Managing Director executes through:
 - Adopting and ensuring compliance with sound, ethical, and legal governance and financial management policies.
 - Ensuring the assets of the IJM The Netherlands are used for its charitable purpose and that IJM The Netherlands has adequate resources to advance its mission.
 - Supporting IJM Netherlands' engagement within the broader global context of pursuing justice for the poor and catalyzing global actors.
 - Ensuring IJM The Netherlands' engagement within the local Dutch and European context, facilitate coordination with local actors, and otherwise promote the mission of the Foundation within the Netherlands and Europe.
 - Ensuring the effective alignment and coordination between IJM Netherlands and the Global International Justice Mission Team.

2. Composition

- The Supervisory Board shall consist of at least three (3) Supervisory Directors.
- Provision is made to avoid conflict of interest. Members annually sign the Conflict of Interest Policy.
- Members are selected for their qualifications, including experience and expertise with Dutch and European regulations, priorities and expectations for charities and stewardship; Dutch and European donor/stakeholder priorities; international fundraising and programming; global governance; global institutions; and demonstrated commitment to the empowering IJM the Netherlands to faithfully advance its mission on a global scale.
- At least one member of the Board will be a representative of IJM Global, but never a majority.
- The Board will also strive to maintain a diversity perspectives, capabilities, backgrounds and experience, including in areas such as fund development, church engagement, advocacy, networking, leadership development, financial oversight, and organizational management.

3. Responsibilities

- Provide Managing Director Officer with advice.
- Supervision, approval rights and guidance to the Managing Director in the development of the Strategy Cascade, Budget, Yearly Activity Plans, and Annual Report.



- Approval of fundamental matters, such as acquisition of real estate, petition for bankruptcy, or amendment to governing documents, as described in the Articles of Association.
- Evaluate the Managing Director's performance and hold accountable for agreed-upon objectives.
- Oversee external audits and maintain relationship with auditors.
- Establish internal code of rules or conduct.
- At its option, install an Advisory Committee and appoint and remove members.
- Utilize its networks, relationships, expertise, and other resources to assist IJM The Netherlands in achieving its mission.

Procedures

- The Supervisory Board shall meet together with the Managing Director at least three times per year.
- The Board will evaluate its functioning annually through a self-review process.
- The Supervisory Board will service on a voluntary basis – expenses only.