



TSM Board Governance Policy

Institutional Board Governance Framework

The SAVI Ministries

Document Control

Version 1.0 | March 2026

Internal Governance Document

*Prepared for Institutional Leadership, Strategic Advisors, Fiduciary Partners,
Philanthropic Contributors, Legal and Compliance Review*

Document Owner: Office of the Chairman, The SAVI Ministries

I. Authority and Governance Mandate

The Board of Directors of The SAVI Ministries serves as the institutional governing body responsible for fiduciary oversight, stewardship of organizational assets, and protection of the Ministry's long term operational integrity.

The Board exercises governance authority in matters relating to financial oversight, organizational policy, institutional risk management, and strategic direction of the Ministry's charitable operations.

In exercising these responsibilities, the Board shall act in a manner consistent with:

- a. The Articles of Incorporation of The SAVI Ministries
- b. The Institutional Bylaws of The SAVI Ministries
- c. The Statement of Faith and Doctrinal Foundations
- d. The Ecclesiastical Status Declaration
- e. The Endowment and Investment Policy Statement

The Board shall conduct its governance responsibilities with diligence, prudence, and fidelity to the religious mission and charitable purposes of the Ministry.

II. Ecclesiastical Leadership and Founder Authority

The SAVI Ministries is established as a religious ministry operating under an ecclesiastical leadership framework in which spiritual authority and institutional continuity are vested in the Founder.

In accordance with the Institutional Bylaws of the Ministry, the Founder, Santiago Vitagliano, serves as Founder, Chairman of the Board, and President of The SAVI Ministries and retains permanent authority to safeguard the doctrinal integrity, mission continuity, and spiritual direction of the organization.

The Board of Directors operates as the fiduciary governing body responsible for institutional oversight while remaining aligned with the ecclesiastical leadership structure established by the Founder.



Nothing in this Governance Policy shall be interpreted to diminish, limit, or supersede the ecclesiastical authority and mission stewardship responsibilities vested in the Founder as defined in the Articles of Incorporation, Institutional Bylaws, and other governing ecclesiastical documents of The SAVI Ministries.

III. Fiduciary Duties of the Board of Directors

Members of the Board of Directors of The SAVI Ministries shall discharge their responsibilities in accordance with the fiduciary duties applicable to directors of nonprofit religious organizations.

Duty of Care

Directors shall exercise the level of care that an ordinarily prudent person in a similar position would exercise under comparable circumstances. Directors shall review relevant information, participate in deliberations, and act with informed judgment when making decisions affecting the Ministry.

Duty of Loyalty

Directors shall act in the best interests of The SAVI Ministries and shall not permit personal, professional, or financial interests to interfere with their obligations to the organization. Directors shall comply fully with the TSM Conflict of Interest Policy and disclose any circumstances that may give rise to a conflict.

Duty of Obedience

Directors shall ensure that the Ministry operates in a manner consistent with its religious mission, doctrinal foundations, governing documents, and applicable laws governing nonprofit religious organizations.

In fulfilling these duties, directors shall seek to preserve the spiritual integrity, financial stewardship, and long-term sustainability of The SAVI Ministries.

IV. Powers and Responsibilities of the Board of Directors

The Board of Directors shall exercise governance oversight over the institutional operations of The SAVI Ministries while safeguarding the religious mission and long term sustainability of the Ministry.

The Board shall have responsibility for the following governance functions:

- a. Oversight of the financial affairs and assets of the Ministry.
- b. Approval of annual operating budgets and review of financial performance.
- c. Oversight of institutional financial controls and stewardship practices.
- d. Approval of major contracts, strategic partnerships, and significant organizational commitments.
- e. Oversight of the Ministry's endowment and investment activities in accordance with the Endowment and Investment Policy Statement.
- f. Adoption of institutional governance policies necessary for responsible nonprofit administration.



- g. Oversight of risk management and institutional compliance matters.
- h. Support of the strategic development and mission advancement of the Ministry.

The Board shall exercise these responsibilities in a manner that supports the ecclesiastical leadership structure and doctrinal foundations of The SAVI Ministries.

V. Composition of the Board of Directors

The Board of Directors of The SAVI Ministries shall be composed of individuals who support the religious mission, doctrinal foundations, and long term vision of the Ministry.

Directors shall be selected based on their capacity to contribute to the responsible governance and institutional development of the organization. Individuals serving on the Board may possess experience in fields such as ministry leadership, nonprofit governance, finance, law, philanthropy, communications, or organizational development.

In accordance with the Institutional Bylaws of The SAVI Ministries, the Founder, Santiago Vitagliano, shall serve as a permanent member of the Board in his capacity as Founder, Chairman, and President of the Ministry.

Additional directors may be appointed in accordance with the procedures established in the Institutional Bylaws.

The Board shall seek to maintain a composition capable of providing sound governance oversight while supporting the mission and long term institutional stability of The SAVI Ministries.

VI. Board Committees

The Board of Directors may establish committees to assist in the discharge of its governance responsibilities and to provide focused oversight of specific institutional functions of the Ministry.

Committees operate under the authority of the Board and report their activities and recommendations to the Board for consideration and action where appropriate.

Standing or special committees of the Board may include, but are not limited to:

Governance Committee

Responsible for reviewing governance policies, board composition, and institutional governance practices.

Finance and Audit Committee

Responsible for oversight of financial reporting, internal financial controls, budgeting processes, and financial stewardship of the Ministry.



Investment and Endowment Committee

Responsible for oversight of the Ministry's investment and endowment activities in accordance with the Endowment and Investment Policy Statement.

Ministry Development Committee

Responsible for supporting ministry outreach initiatives, publication efforts, digital ministry expansion, and mission related programs.

VII. Board Meetings and Decision Procedures

The Board of Directors shall convene meetings as necessary to conduct the governance business of The SAVI Ministries and to fulfill its fiduciary responsibilities.

Regular meetings of the Board shall be scheduled periodically throughout the year, and special meetings may be convened when circumstances require timely board consideration of institutional matters.

Board meetings may be conducted in person or through secure electronic communication platforms that allow full participation of directors.

The governance procedures of board meetings shall include:

- a. Preparation and distribution of meeting agendas.
- b. Review of relevant financial, operational, and strategic information.
- c. Discussion and deliberation regarding matters requiring board oversight or approval.
- d. Formal recording of decisions through board resolutions and meeting minutes.

A quorum for conducting official board business shall be defined in accordance with the provisions established in the Institutional Bylaws of The SAVI Ministries.

All official actions of the Board shall be recorded in the governance records of the Ministry to preserve institutional accountability and historical documentation of board decisions.

VIII. Governance Ethics and Standards of Conduct

Members of the Board of Directors shall conduct themselves with the highest standards of integrity, responsibility, and respect for the religious mission of The SAVI Ministries.

Directors shall act in a manner that protects the reputation, credibility, and spiritual purpose of the Ministry while fulfilling their fiduciary responsibilities.

Directors are expected to:

- a. Act in good faith and in the best interests of The SAVI Ministries.



- b. Support the religious mission, doctrinal foundations, and ecclesiastical leadership structure of the organization.
- c. Maintain confidentiality regarding sensitive organizational information and board deliberations.
- d. Conduct themselves in a manner consistent with the values, ethical principles, and public trust associated with the Ministry.
- e. Directors shall avoid actions that could reasonably be perceived as damaging to the mission, reputation, or institutional integrity of The SAVI Ministries.

Failure to adhere to these ethical expectations may be addressed in accordance with the governance provisions established in the Institutional Bylaws of the Ministry.

IX. Conflict of Interest Governance

All members of the Board of Directors, officers, and individuals exercising governance authority within The SAVI Ministries are subject to the TSM Conflict of Interest Policy and related disclosure procedures.

Directors shall disclose any financial, professional, familial, or personal interests that could reasonably be perceived as influencing their judgment in matters affecting the Ministry.

Where a potential or actual conflict of interest exists, the affected director shall disclose the matter to the Board and shall recuse themselves from discussion and decision making related to the matter.

The Board shall review any transaction or arrangement involving a potential conflict of interest to ensure that such arrangements are fair, reasonable, and consistent with the mission and charitable purposes of The SAVI Ministries.

Annual Conflict of Interest Disclosure Statements shall be completed and maintained as part of the governance records of the Ministry.

X. Governance Records and Institutional Documentation

The SAVI Ministries shall maintain accurate and complete records of governance activities in order to preserve institutional accountability, historical continuity, and compliance with nonprofit governance standards.

Governance records shall include, but are not limited to:

- a. Board meeting agendas and minutes.
- b. Board resolutions and governance actions.
- c. Adopted institutional governance policies.



- d. Conflict of interest disclosures and related documentation.
- e. Financial oversight reports presented to the Board.
- f. Strategic governance documents approved by the Board.

These records shall be maintained within the official governance archives of The SAVI Ministries under the supervision of the Office of the Chairman and shall be available for review by authorized directors and fiduciary advisors as appropriate.

Proper maintenance of governance records supports the Ministry's commitment to responsible stewardship, transparency, and institutional continuity.

XI. Relationship to Governing Documents

This Board Governance Policy is intended to operate in conjunction with the governing documents of The SAVI Ministries and shall be interpreted consistently with those documents.

The governance framework established in this policy supplements, but does not supersede, the authority and provisions contained within:

- a. The Articles of Incorporation of The SAVI Ministries
- b. The Institutional Bylaws of The SAVI Ministries
- c. The Statement of Faith and Doctrinal Foundations
- d. The Ecclesiastical Status Declaration
- e. The Endowment and Investment Policy Statement

In the event of any inconsistency between this policy and the Articles of Incorporation or Institutional Bylaws of The SAVI Ministries, the provisions of those governing documents shall control.

This policy shall serve as an operational governance guide supporting the faithful administration and institutional stewardship of the Ministry.

XII. Adoption and Amendment of Policy

This Board Governance Policy is adopted as part of the institutional governance framework of The SAVI Ministries and shall take effect upon approval by the Board of Directors.

The policy establishes guiding governance principles for the responsible administration and fiduciary oversight of the Ministry and shall remain in effect unless amended or replaced by formal action of the Board.



The Board of Directors retains the authority to review and amend this policy from time to time as necessary to support the evolving governance needs of the Ministry, provided that any amendments remain consistent with the Articles of Incorporation, Institutional Bylaws, and ecclesiastical leadership structure of The SAVI Ministries.

All amendments to this policy shall be recorded through formal Board resolution and maintained within the governance records of the Ministry.



TSM Conflict Of Interest Policy

Institutional Conflict of Interest Governance Policy

The SAVI Ministries

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Internal Governance Document

Prepared for Institutional Leadership, Strategic Advisors, Fiduciary Partners,

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Document Owner: Office of the Chairman, The SAVI Ministries

I. Purpose

The purpose of this Conflict-of-Interest Policy is to protect the integrity, mission, and fiduciary responsibilities of The SAVI Ministries by establishing clear procedures for identifying, disclosing, and managing potential conflicts of interest involving members of the Board of Directors, officers, advisors, and other persons exercising decision making authority within the organization.

This policy is intended to ensure that all decisions affecting the Ministry are made solely in the best interests of the religious mission and charitable purposes of the organization and are not influenced by personal, financial, or external interests.

This policy also serves to strengthen the governance integrity of the Ministry and to support transparency and accountability consistent with best practices for nonprofit and religious organizations.

II. Persons Covered by This Policy

This Conflict of Interest Policy applies to all individuals who exercise governance, fiduciary, or decision making authority within The SAVI Ministries.

Covered persons include:

- a. Members of the Board of Directors
- b. Officers of the Ministry
- c. The Founder, Chairman, and President
- d. Committee members with board delegated authority
- e. Senior leadership and ministry administrators
- f. Strategic advisors and consultants who participate in governance or financial decision processes

For purposes of this policy, any such individual is referred to as an “Interested Person.”



III. Definition of Conflict of Interest

A conflict of interest exists when an Interested Person has a financial interest, personal interest, or other external relationship that could compromise, influence, or appear to influence the objective and impartial exercise of their duties on behalf of The SAVI Ministries.

Conflicts of interest may arise in situations including, but not limited to:

- a. A financial interest in a transaction, contract, or arrangement being considered by the Ministry.
- b. Ownership, employment, or consulting relationships with organizations seeking to conduct business with the Ministry.
- c. Personal or family relationships that could influence organizational decision making.
- d. Situations where an Interested Person may benefit personally, financially, or professionally from a decision of the Ministry.

For purposes of this policy, a conflict of interest includes both:

Actual conflicts of interest, where a personal interest directly affects a decision of the Ministry; and

Potential conflicts of interest, where circumstances could reasonably create the appearance of undue influence or divided loyalty.

IV. Financial Interest

An Interested Person is considered to have a financial interest if the individual, directly or indirectly, through business, investment, or family relationships, has any of the following interests:

- a. An ownership or investment interest in any entity with which The SAVI Ministries has or is considering a transaction or arrangement.
- b. A compensation arrangement with The SAVI Ministries or with any entity or individual with which the Ministry has or is considering a transaction or arrangement.
- c. A potential ownership, investment, or compensation interest in, or with, any entity or individual with which The SAVI Ministries is negotiating or considering a transaction or arrangement.

Compensation includes direct and indirect remuneration, as well as gifts or favors that are substantial in nature.

A financial interest is not necessarily a conflict of interest. Under Section VI of this policy, a person who has a financial interest may have a conflict of interest only if the Board of Directors determines that such a conflict exists.



V. Duty to Disclose

In connection with any actual or potential conflict of interest, an Interested Person must disclose the existence of the financial interest or other potential conflict and all material facts relating to the interest to the Board of Directors or to the committee considering the proposed transaction or arrangement.

Disclosure must occur prior to any discussion or vote concerning the transaction, contract, or arrangement that may give rise to the conflict.

The Interested Person is expected to act in good faith and provide full and accurate information so that the Board or relevant committee may properly evaluate whether a conflict of interest exists and determine the appropriate course of action.

Failure to disclose a known conflict of interest may be considered a breach of fiduciary duty and may result in corrective action as determined by the Board of Directors.

VI. Procedures for Addressing a Conflict of Interest

After disclosure of the financial interest or potential conflict and all material facts, the Interested Person shall leave the meeting during the discussion and determination of whether a conflict of interest exists.

The remaining members of the Board of Directors or relevant committee shall determine whether a conflict of interest exists.

If a conflict of interest is determined to exist, the Board or committee shall follow appropriate procedures to protect the interests of the Ministry, including:

Considering whether the Ministry can obtain the proposed transaction or arrangement from another party that would not give rise to a conflict of interest.

Determining, after exercising due diligence, whether the Ministry can enter into the transaction or arrangement on terms that are fair, reasonable, and in the best interests of the Ministry.

If a more advantageous arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board or committee may approve the transaction or arrangement if it determines by majority vote of the disinterested directors that the transaction is fair, reasonable, and consistent with the religious and charitable purposes of the Ministry.

VII. Violations of the Conflict-of-Interest Policy

If the Board of Directors or a designated committee has reasonable cause to believe that an Interested Person has failed to disclose an actual or possible conflict of interest, the Board shall inform the individual of the basis for such belief and provide the individual an opportunity to explain the alleged failure to disclose.



After hearing the response of the Interested Person and conducting any further investigation as warranted by the circumstances, the Board of Directors may determine whether a violation of this policy has occurred.

If the Board determines that a violation has occurred, the Board may take appropriate corrective or disciplinary action consistent with the governing documents of the Ministry and applicable law, including measures necessary to protect the integrity and interests of the organization.

VIII. Records of Proceedings

The minutes of the Board of Directors and all committees with board delegated authority shall contain:

- a. The names of the persons who disclosed or otherwise were found to have a financial interest or potential conflict of interest.
- b. The nature of the financial interest or conflict.
- c. Any action taken to determine whether a conflict of interest was present.
- d. The Board's or committee's decision as to whether a conflict of interest existed.
- e. The names of the persons present for discussions and votes relating to the transaction or arrangement.
- f. The content of the discussion, including any alternatives to the proposed transaction or arrangement.
- g. A record of any votes taken in connection with the proceedings.

IX. Periodic Review

To ensure that The SAVI Ministries operates in a manner consistent with its religious mission and charitable purposes and does not engage in activities that could jeopardize its nonprofit status, the Board of Directors shall periodically review organizational practices involving:

- a. Compensation arrangements and benefits.
- b. Partnership agreements and ministry collaborations.
- c. Financial transactions involving directors, officers, or related parties.
- d. Use of ministry assets or resources.

These periodic reviews are intended to confirm that all arrangements remain fair, reasonable, and aligned with the spiritual mission and fiduciary responsibilities of the Ministry.



X. Annual Disclosure Statements

Each director, officer, and individual exercising significant governance authority within The SAVI Ministries shall annually sign a disclosure statement affirming that the individual:

- a. Has received a copy of the Conflict-of-Interest Policy.
- b. Has read and understands the policy.
- c. Agrees to comply with the policy.

Understands that The SAVI Ministries is a religious nonprofit organization and must operate in a manner consistent with its charitable and ecclesiastical purposes.

The disclosure statements shall be maintained within the official governance records of the Ministry and reviewed as part of the organization's periodic governance oversight.

XI. Policy Administration and Authority

The Board of Directors of The SAVI Ministries shall have ultimate authority for the interpretation, implementation, and enforcement of this Conflict-of-Interest Policy.

The Board may designate a governance officer or committee to assist in the administration of this policy, including the collection of annual disclosure statements and the documentation of any disclosed conflicts.

Nothing in this policy shall be interpreted to limit the ecclesiastical authority structure of the Ministry as defined in its Articles of Incorporation, Bylaws, and governing ecclesiastical documents.

The Founder, Chairman, and President of The SAVI Ministries retains the authority and responsibility to safeguard the spiritual mission, doctrinal integrity, and institutional continuity of the organization in accordance with the governing documents of the Ministry.



XII. Adoption of Policy

This Conflict-of-Interest Policy is adopted by the Board of Directors of The SAVI Ministries as part of the Ministry's institutional governance framework and shall be maintained as an official governance policy of the organization.

This policy is intended to strengthen the integrity, transparency, and fiduciary accountability of the Ministry while supporting the advancement of its religious mission and charitable purposes.

Upon adoption, this policy shall be included within the official governance records of The SAVI Ministries and made available to directors, officers, and other individuals covered by its provisions.

Santiago Vitagliano
Founder, Chairman, and President
The SAVI Ministries

Maria Susana Temborry
Secretary of the Board
The SAVI Ministries



TSM Executive Compensation Policy

Institutional Executive Compensation Governance Framework

The SAVI Ministries

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I. Purpose

The purpose of this Executive Compensation Policy is to establish a formal governance framework for the review, approval, and documentation of compensation arrangements involving executive officers, senior leaders, and other individuals whose compensation may present heightened governance, fiduciary, or regulatory significance for The SAVI Ministries.

This policy is intended to support prudent stewardship of Ministry resources, reinforce institutional integrity, and ensure that compensation decisions are made in a manner consistent with the religious mission, charitable purposes, and governing documents of The SAVI Ministries.

This policy further serves to promote transparency, fairness, and sound nonprofit governance practices in the determination of compensation, benefits, and other forms of remuneration paid by the Ministry.

II. Scope of Policy

This Executive Compensation Policy applies to all compensation arrangements involving individuals who serve in executive leadership or senior administrative roles within The SAVI Ministries.

For purposes of this policy, executive compensation includes any salary, stipend, honorarium, housing allowance, benefit, bonus, or other financial or non-financial remuneration provided by the Ministry in connection with services performed on behalf of the organization.

This policy shall apply to:

- a. The Chairman and President of The SAVI Ministries
- b. Senior officers or executive leaders appointed by the Ministry
- c. Key administrative personnel whose compensation is determined or approved by the Board of Directors
- d. Individuals who may exercise significant managerial or financial authority within the Ministry



Compensation arrangements involving individuals subject to this policy shall be reviewed and approved in accordance with the governance procedures established in this document and the Institutional Bylaws of The SAVI Ministries.

III. Principles Governing Executive Compensation

Compensation arrangements within The SAVI Ministries shall be guided by principles of stewardship, fairness, transparency, and fidelity to the religious mission of the organization.

In establishing or reviewing compensation for executive leadership positions, the Board of Directors shall consider the following governing principles:

Mission Alignment

Compensation shall support the ability of the Ministry to attract and retain individuals capable of advancing its religious mission, charitable activities, and institutional development.

Reasonableness

Compensation levels shall be reasonable in relation to the services performed and the responsibilities associated with the role.

Financial Stewardship

Compensation decisions shall be made with prudent regard for the financial resources of the Ministry and its obligation to steward charitable assets responsibly.

Institutional Integrity

Compensation arrangements shall be structured in a manner that protects the credibility, reputation, and public trust associated with The SAVI Ministries.

Transparency and Documentation

Compensation decisions shall be documented within the governance records of the Ministry in order to preserve institutional accountability and compliance with nonprofit governance standards.

IV. Authority for Compensation Decisions

The authority to review and approve executive compensation arrangements within The SAVI Ministries shall reside with the Board of Directors, acting in accordance with the Institutional Bylaws and governance policies of the Ministry.

The Board shall be responsible for:

- a. Reviewing compensation arrangements for executive officers and senior leaders of the Ministry.
- b. Approving compensation levels, adjustments, or benefits associated with executive positions.
- c. Ensuring that compensation decisions are consistent with the financial stewardship responsibilities of the Ministry.



- d. Documenting compensation determinations within the governance records of the organization.

In circumstances where compensation decisions involve individuals serving on the Board of Directors, the affected individual shall recuse themselves from deliberation and voting on matters relating to their own compensation.

All compensation decisions approved by the Board shall be recorded through board minutes or formal board resolutions and maintained within the official governance records of The SAVI Ministries.

V. Compensation Review Procedures

The Board of Directors shall periodically review compensation arrangements for executive leadership positions to ensure that such arrangements remain appropriate, reasonable, and consistent with the governance principles of The SAVI Ministries.

In conducting compensation reviews, the Board may consider factors including:

- a. The scope of responsibilities associated with the position.
- b. The time commitment and operational leadership required by the role.
- c. The financial condition and resources of the Ministry.
- d. Compensation practices within comparable nonprofit or religious organizations where appropriate.

The Board may obtain advice from qualified advisors or independent professionals when evaluating compensation arrangements involving senior leadership positions.

All compensation reviews and determinations shall be documented within the governance records of the Ministry to ensure transparency, accountability, and institutional continuity.

VI. Founder Executive Leadership and Institutional Stewardship

The Founder of The SAVI Ministries, Santiago Vitagliano, serves as Founder, Chairman of the Board, President, and Chief Executive Officer of the Ministry and provides the founding vision, intellectual property, strategic leadership, and institutional stewardship necessary for the long-term development of the organization.

The Board of Directors recognizes that the Founder has contributed substantial intellectual property, strategic frameworks, and personal resources toward the establishment and growth of the Ministry and its institutional initiatives.



In recognition of the Founder's executive leadership responsibilities, the Board may authorize reasonable executive compensation for services performed in connection with the administration, governance, and strategic direction of The SAVI Ministries.

Such responsibilities may include leadership oversight of the Ministry's endowment strategy, institutional partnerships, financial stewardship initiatives, and long-term organizational development.

Compensation for the Founder shall be determined by the Board of Directors in a manner consistent with the principles of reasonableness, stewardship of charitable resources, and applicable nonprofit governance standards.

In circumstances where the Ministry engages external investment managers to manage endowment assets, including investment management firms affiliated with members of the Board or executive leadership, such arrangements shall be reviewed and approved in accordance with the Conflict-of-Interest Policy and the governance procedures established by the Board.

Any investment management relationship involving an affiliated firm shall be subject to independent review and shall be structured on terms that are fair, reasonable, and consistent with prevailing institutional investment management practices.

The Founder shall recuse himself from Board deliberations and decisions relating specifically to his compensation or to any investment management arrangement involving affiliated entities.

VII. Founder Investment Strategy Stewardship

The investment strategy governing the endowment of The SAVI Ministries has been developed by the Founder and reflects proprietary intellectual frameworks, strategic methodologies, and institutional investment principles created for the long-term stewardship of the Ministry's financial resources.

The Board of Directors recognizes that the implementation of this strategy may require specialized expertise and familiarity with the proprietary investment framework established by the Founder.

Accordingly, the Board may engage an external investment management firm to implement the endowment strategy of the Ministry.

The Board acknowledges that The SAVI Group was established by the Founder to develop and implement the investment framework associated with the Ministry's endowment strategy and may therefore serve as an investment manager to the Ministry where such engagement is determined to be in the best interests of the organization.

Any investment management arrangement involving The SAVI Group or any affiliated entity shall be reviewed and approved in accordance with the Conflict-of-Interest Policy and applicable nonprofit governance standards.

Replacement of the investment manager implementing the Founder's investment framework shall require a formal determination by the Board that such change is necessary to protect the financial interests or fiduciary obligations of the Ministry.



VIII. Compensation Benchmarking and Documentation

The Board of Directors shall ensure that compensation arrangements for executive leadership positions are established and maintained in a manner consistent with recognized nonprofit governance standards and institutional best practices.

In reviewing executive compensation, the Board may consider relevant benchmarking information, including compensation practices among organizations of comparable size, complexity, and operational scope.

Such benchmarking may include compensation levels for leadership positions within nonprofit organizations, religious institutions, foundations, and other mission driven entities that maintain similar governance and operational responsibilities.

The Board may also obtain guidance from qualified professional advisors or independent compensation consultants where appropriate.

All compensation determinations shall be formally documented within the governance records of The SAVI Ministries and may include board minutes, written compensation reviews, or formal board resolutions approving executive compensation arrangements.

Proper documentation of compensation decisions supports institutional transparency, fiduciary accountability, and compliance with nonprofit governance standards.

IX. Conflict of Interest and Independent Review

All compensation arrangements involving executive officers, members of the Board of Directors, or affiliated entities shall be reviewed in accordance with the TSM Conflict of Interest Policy.

Any individual whose compensation or financial interests are under consideration by the Board shall disclose the relevant interest and shall recuse themselves from discussion and voting on the matter.

Where compensation arrangements involve individuals who serve in leadership positions within the Ministry or entities affiliated with the Ministry, the Board shall conduct an independent review to ensure that such arrangements are fair, reasonable, and consistent with the fiduciary responsibilities of the organization.

Independent review may include consultation with external advisors, review of comparable compensation benchmarks, or evaluation of relevant institutional practices within comparable nonprofit organizations.

The purpose of such review is to ensure that compensation arrangements protect the integrity of the Ministry, maintain public trust, and comply with applicable nonprofit governance standards.



X. Documentation and Governance Records

The SAVI Ministries shall maintain complete and accurate documentation relating to executive compensation decisions in order to preserve institutional accountability and governance transparency.

Governance records relating to executive compensation may include:

- a. Board meeting minutes documenting compensation discussions and decisions.
- b. Formal Board resolutions approving executive compensation arrangements.
- c. Compensation benchmarking materials reviewed by the Board.
- d. Independent advisory opinions obtained in connection with compensation determinations.
- e. Disclosure statements and recusal documentation in accordance with the Conflict-of-Interest Policy.

These records shall be maintained within the official governance archives of The SAVI Ministries under the supervision of the Office of the Chairman.

Proper documentation of compensation decisions supports fiduciary stewardship, protects the Ministry from governance disputes, and demonstrates compliance with nonprofit governance standards.

XI. Relationship to Governing Documents

This Executive Compensation Policy shall operate in conjunction with the governing documents of The SAVI Ministries and shall be interpreted consistently with those documents.

The framework established in this policy supplements, but does not supersede, the authority and provisions contained within:

- a. The Articles of Incorporation of The SAVI Ministries
- b. The Institutional Bylaws of The SAVI Ministries
- c. The Statement of Faith and Doctrinal Foundations
- d. The Ecclesiastical Status Declaration
- e. The Endowment and Investment Policy Statement

In the event of any inconsistency between this policy and the Articles of Incorporation or Institutional Bylaws of The SAVI Ministries, the provisions of those governing documents shall control.

This policy shall serve as the operational governance framework guiding compensation practices and leadership stewardship within the Ministry.



XII. Adoption and Amendment of Policy

This Executive Compensation Policy is adopted as part of the institutional governance framework of The SAVI Ministries and shall take effect upon approval by the Board of Directors.

The policy establishes principles governing executive compensation, institutional stewardship, and responsible administration of Ministry resources.

The Board of Directors retains the authority to review and amend this policy from time to time as necessary to support the evolving governance needs of the Ministry, provided that any amendments remain consistent with the Articles of Incorporation, Institutional Bylaws, and ecclesiastical leadership structure of The SAVI Ministries.

All amendments to this policy shall be approved by formal Board resolution and maintained within the official governance records of The SAVI Ministries.



TSM Document Retention Policy

*Institutional Document Retention and Records Management Framework
The SAVI Ministries*

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I. Purpose

The purpose of this Document Retention Policy is to establish a formal institutional framework governing the retention, protection, management, and lawful disposition of the records of The SAVI Ministries.

The policy is intended to ensure that the Ministry maintains accurate and reliable records necessary for responsible governance, operational continuity, financial stewardship, and compliance with applicable nonprofit and ecclesiastical administrative standards.

This policy further supports the Ministry's commitment to transparency, accountability, and responsible institutional management by establishing clear procedures for the preservation of important governance, financial, operational, and ministry records.

Through the adoption and implementation of this policy, The SAVI Ministries affirms its commitment to maintaining institutional records in a manner consistent with sound nonprofit governance practices and the long-term stewardship of the organization's mission, resources, and ministry activities.

II. Scope of Policy

This Document Retention Policy applies to all records created, received, maintained, or controlled by The SAVI Ministries in connection with its governance, ministry operations, financial administration, publications, communications, and institutional activities.

The policy applies to records maintained in any format or medium, including but not limited to:

- a. Physical documents and printed records
- b. Electronic documents and digital files
- c. Email correspondence and electronic communications
- d. Financial and accounting systems
- e. Cloud based storage systems and institutional databases
- f. Video, audio, and multimedia ministry content
- g. Website, newsletter, and digital ministry publication records

This policy applies to all individuals acting on behalf of The SAVI Ministries, including:

- a. Members of the Board of Directors
- b. Officers and executive leadership



- c. Employees and administrative personnel
- d. Volunteers and ministry collaborators
- e. Advisors, consultants, and contractors engaged by the Ministry

All such individuals are expected to manage institutional records in accordance with the provisions of this policy and with the broader governance standards established by the governing documents of The SAVI Ministries.

III. Records Custodian and Administrative Authority

The institutional records of The SAVI Ministries shall be maintained under the oversight authority of the Office of the Chairman.

The Chairman of The SAVI Ministries shall designate a Records Custodian responsible for the administration and implementation of this Document Retention Policy.

The Records Custodian shall be responsible for:

- a. Maintaining the official governance records of the Ministry
- b. Organizing and safeguarding institutional documents and archives
- c. Administering the record retention schedule established under this policy
- d. Authorizing the destruction of records when permitted under the retention schedule
- e. Ensuring that document preservation procedures are followed during audits, investigations, or legal matters

The Records Custodian may be assisted by administrative personnel, advisors, or service providers engaged by the Ministry for document management, digital storage, or institutional recordkeeping.

The Records Custodian shall also ensure that important institutional records are securely maintained in appropriate storage systems, including secure digital archives where applicable.

Ultimate oversight responsibility for institutional record governance remains with the Board of Directors of The SAVI Ministries.

IV. Principles of Institutional Records Management

The SAVI Ministries shall manage its institutional records in accordance with the following principles of responsible nonprofit governance and administrative stewardship:

Institutional Integrity

Records shall be created, maintained, and preserved in a manner that accurately reflects the activities, decisions, and operations of the Ministry. Documents shall not be altered, destroyed, or manipulated in a way that compromises their authenticity or historical accuracy.

Transparency and Accountability



Institutional records shall be maintained in a manner that supports transparency in governance and responsible stewardship of the Ministry's resources. Records documenting governance decisions, financial management, and organizational policies shall be preserved to demonstrate proper oversight.

Operational Continuity

Important organizational records shall be retained to support the continuity of the Ministry's operations and to preserve institutional knowledge for future leadership and governance.

Legal and Regulatory Compliance

Records shall be maintained in accordance with applicable legal standards, nonprofit governance practices, and administrative obligations relevant to religious nonprofit organizations.

Confidentiality and Protection of Sensitive Information

Certain records may contain confidential, sensitive, or personal information relating to donors, advisors, ministry participants, or institutional partners. Such records shall be safeguarded and access shall be limited to individuals with a legitimate governance or administrative need.

Institutional Stewardship

All individuals acting on behalf of The SAVI Ministries share responsibility for preserving the integrity and appropriate handling of organizational records in support of the long term mission and institutional stability of the Ministry.

V. Classification of Institutional Records

For the purposes of this policy, the records of The SAVI Ministries shall be classified into several primary categories based on their institutional function and governance significance.

Governance Records

- Governance records document the legal structure, governing authority, and institutional decision making of the Ministry. These records include, but are not limited to:

Articles of Incorporation

- Institutional Bylaws
- Board meeting minutes and resolutions
- Governance policies and institutional frameworks
- Conflict of Interest disclosures and governance certifications
- Board committee records and governance reports

Financial and Accounting Records

- Financial records document the stewardship, administration, and oversight of the Ministry's financial resources. These records include:

Financial statements and accounting reports

- Budgets and financial planning documents
- Banking records and transaction documentation
- Tax related filings and financial reporting records

Endowment investment reports and financial performance documentation



Legal and Compliance Records

- Legal records document the Ministry's contractual relationships, regulatory obligations, and institutional compliance matters. These records include:

Contracts and agreements

- Insurance documentation
- Regulatory filings and legal correspondence
- Licenses, registrations, and compliance certifications

Ministry Operations and Program Records

- These records document the religious and ministry activities carried out by The SAVI Ministries in support of its spiritual mission. These records include:

Ministry program documentation

- Educational materials and teaching resources
- Spiritual publications and written works
- Digital ministry content, including video and audio teachings
- Newsletter publications and ministry communications

Administrative and Operational Records

- Administrative records support the day to day operations of the Ministry and may include:

Internal administrative communications

- Operational procedures and internal planning documents
- Personnel and administrative files
- Institutional planning and development records

Each category of records shall be maintained and retained in accordance with the retention schedule established in this policy.

VI. Retention Schedule for Institutional Records

The SAVI Ministries shall retain institutional records for periods appropriate to their legal, operational, governance, and historical significance. The following retention schedule provides general guidelines for the preservation and management of the Ministry's records.

Permanent Retention

The following records shall be preserved permanently as part of the institutional archives of The SAVI Ministries:

- a. Articles of Incorporation and amendments
- b. Institutional Bylaws and amendments
- c. Board meeting minutes and formal Board resolutions
- d. Governance policies and institutional frameworks
- e. Conflict of Interest disclosures of Board members and officers



- f. Endowment Investment Policy Statement and related governing documents
- g. Endowment performance reports and strategic allocation records
- h. Major donor gift agreements and endowment contribution documentation
- i. Historical records of ministry activities, publications, and teachings

Seven Year Retention

The following records shall generally be retained for a minimum period of seven years unless longer retention is required:

- a. Financial statements and accounting records
- b. Bank records and transaction documentation
- c. Tax filings and related supporting documentation
- d. Contracts and agreements after their expiration or termination
- e. Insurance policies and related records after expiration

Five Year Retention

The following records shall generally be retained for five years:

- a. Operational reports and internal administrative documentation
- b. Program activity documentation
- c. General correspondence relating to ministry operations

Three Year Retention

- a. Routine administrative records that do not fall within the above categories may generally be retained for a minimum of three years unless operational or legal considerations require longer preservation.

Where uncertainty exists regarding the appropriate retention period for a particular record category, the Records Custodian may consult with legal counsel, accounting advisors, or governance advisors to determine the appropriate retention period consistent with sound institutional practices.

VII. Electronic Records and Digital Communications

The SAVI Ministries conducts a significant portion of its ministry, communications, and administrative operations through digital platforms. Accordingly, electronic records and digital communications shall be subject to the same retention and preservation standards established in this policy.

Electronic records include, but are not limited to:

- a. Email correspondence related to Ministry governance, administration, or operations
- b. Digital documents and institutional files stored on computers or servers
- c. Cloud based document storage systems and institutional databases
- d. Electronic accounting systems and financial reporting platforms
- e. Website content, newsletter archives, and digital ministry publications



- f. Video, audio, and multimedia content created for ministry outreach

Where practicable, institutional electronic records shall be stored in organized and secure digital repositories that allow reliable retrieval and appropriate access control.

The Ministry may utilize cloud-based storage systems, secure document management platforms, or other appropriate technologies to preserve institutional records and ensure redundancy through secure backup procedures.

Electronic communications relating to governance decisions, financial management, donor relations, or institutional policy matters should be preserved in a manner consistent with the retention schedule established in this policy.

Digital ministry content, including published teachings, videos, and written works produced as part of the Ministry's spiritual outreach, may also be preserved as part of the institutional historical archive of The SAVI Ministries.

VIII. Donor Records and Charitable Contribution Documentation

The SAVI Ministries shall maintain accurate records relating to charitable contributions, donor communications, and gift agreements in order to support responsible stewardship of charitable resources and proper documentation of donor intent.

Donor related records may include, but are not limited to:

- a. Records of charitable contributions and donation receipts
- b. Donor correspondence and communications
- c. Gift agreements and donor restriction documentation
- d. Endowment contribution agreements
- e. Records of major gifts and philanthropic commitments

Records documenting donor intent or restrictions attached to contributions shall be retained permanently in order to ensure that such contributions are administered in accordance with the expressed wishes of donors.

Donation receipts and related accounting records shall be maintained in accordance with the financial retention schedule established in this policy and applicable nonprofit recordkeeping standards.

Access to donor records shall be limited to individuals with legitimate governance, administrative, or financial oversight responsibilities within the Ministry in order to protect donor confidentiality and maintain the integrity of donor relationships.

IX. Litigation Hold and Suspension of Record Destruction



In the event that The SAVI Ministries becomes aware of any pending or reasonably anticipated litigation, investigation, regulatory inquiry, audit, or other legal proceeding, the destruction of relevant institutional records shall be immediately suspended.

Upon notification of such circumstances, the Records Custodian shall implement a litigation hold requiring the preservation of all records that may be relevant to the matter.

This preservation obligation applies to all formats of records, including physical documents, electronic files, email correspondence, financial records, and digital communications.

During the period of a litigation hold, no records subject to the hold may be altered, deleted, destroyed, or otherwise disposed of without authorization from legal counsel advising the Ministry.

The litigation hold shall remain in effect until the matter giving rise to the hold has been fully resolved or until legal counsel authorizes the resumption of normal document retention and destruction procedures.

X. Authorization and Procedures for Record Destruction

Institutional records of The SAVI Ministries may only be destroyed when they have reached the end of their applicable retention period and are no longer required for operational, legal, financial, or historical purposes.

No records may be destroyed without the authorization of the Records Custodian designated under this policy.

Prior to authorizing the destruction of any records, the Records Custodian shall verify that:

- a. The applicable retention period has expired
- b. The records are not subject to a litigation hold or regulatory inquiry
- c. The records are not required for ongoing operational or governance purposes
- d. The records do not contain historical or institutional significance warranting permanent preservation

Records containing confidential, financial, donor related, or personally identifiable information shall be destroyed in a secure manner that prevents reconstruction or unauthorized access.

Physical documents shall be destroyed through secure shredding or equivalent disposal methods.

Electronic records shall be permanently deleted using appropriate secure deletion procedures where feasible, including removal from backup systems where applicable.

The Ministry shall maintain a record of document destruction activities as described in the following section of this policy.



XI. Record of Document Destruction

The SAVI Ministries shall maintain a formal log documenting the destruction of institutional records carried out pursuant to this Document Retention Policy.

The purpose of maintaining a destruction log is to provide an administrative record confirming that documents were destroyed in accordance with established governance procedures and the applicable retention schedule.

The destruction log shall include, where practicable, the following information:

- a. Category or description of records destroyed
- b. General date range of the records
- c. Date of destruction
- d. Method of destruction
- e. Name or authorization of the Records Custodian approving the destruction

The destruction log itself shall be maintained as a permanent governance record of The SAVI Ministries.

Maintenance of this record supports institutional transparency, proper administrative oversight, and compliance with responsible nonprofit governance practices.

XII. Confidentiality and Protection of Sensitive Records

Certain institutional records maintained by The SAVI Ministries may contain confidential, proprietary, or sensitive information relating to donors, advisors, ministry participants, financial matters, governance deliberations, or institutional strategy.

Such records shall be safeguarded to prevent unauthorized access, disclosure, or misuse.

Access to sensitive records shall be limited to individuals who require such access in connection with their governance, administrative, fiduciary, or operational responsibilities within the Ministry.

Sensitive records may include, but are not limited to:

- a. Donor records and contribution documentation
- b. Financial and accounting records
- c. Endowment investment reports and financial strategy materials
- d. Personnel and administrative records
- e. Governance deliberations and internal policy discussions
- f. Institutional strategic planning documents

Where appropriate, The SAVI Ministries may implement secure storage procedures, password protected digital systems, access controls, and other administrative safeguards to protect confidential records.

All individuals with access to confidential institutional records are expected to maintain strict confidentiality and to use such information solely for legitimate Ministry purposes.



XIII. Relationship to Governing Documents and Institutional Policies

This Document Retention Policy forms part of the institutional governance framework of The SAVI Ministries and shall be interpreted in a manner consistent with the governing documents of the Ministry.

This policy operates in conjunction with, and supplements, the governance structure established by the following institutional documents:

- a. The Articles of Incorporation of The SAVI Ministries
- b. The Institutional Bylaws of The SAVI Ministries
- c. The Board Governance Policy
- d. The Conflict of Interest Policy
- e. The Executive Compensation Policy
- f. The Investment Policy Statement governing the Ministry's Endowment

Nothing in this policy shall be interpreted to limit or supersede the authority of the Board of Directors to establish additional governance procedures relating to institutional recordkeeping where such procedures are deemed necessary for the proper administration and stewardship of the Ministry.

Where conflicts arise between this policy and other governance documents of The SAVI Ministries, the Board of Directors shall determine the appropriate interpretation consistent with the best interests of the Ministry and its charitable mission.

XIV. Periodic Review of Policy

This Document Retention Policy shall be subject to periodic review to ensure that it remains consistent with the evolving governance needs, operational practices, and institutional growth of The SAVI Ministries.

The Board of Directors may review this policy from time to time and may amend or update its provisions where necessary to reflect changes in organizational structure, regulatory standards, or institutional best practices.

In general, the Board of Directors should review this policy at least once every three years, or sooner if circumstances warrant such review.

Any amendments to this policy shall be approved by formal Board resolution and shall be recorded in the official governance records of The SAVI Ministries.

XV. Adoption of Policy

This Document Retention Policy is adopted as part of the institutional governance framework of The SAVI Ministries.

The policy shall take effect upon approval by the Board of Directors and shall apply to all institutional records created, maintained, or controlled by the Ministry following the date of adoption.



The Board of Directors affirms that the adoption of this policy supports the Ministry's commitment to responsible governance, transparency, and the long-term stewardship of its mission and institutional resources.

This policy shall be maintained as an official governance document of The SAVI Ministries and preserved within the permanent governance records of the organization.



TSM Whistleblower Protection Policy

Institutional Reporting and Protection Framework

The SAVI Ministries

Document Control

Version 1.0 | March 2026

Internal Governance Document

Prepared for Institutional Leadership, Strategic Advisors, Fiduciary Partners,

Philanthropic Contributors, Legal and Compliance Review

Document Owner: Office of the Chairman, The SAVI Ministries

I. Purpose

The purpose of this Whistleblower Protection Policy is to establish a clear and secure process through which individuals associated with The SAVI Ministries may report concerns regarding suspected misconduct, unethical behavior, financial irregularities, violations of organizational policies, or other activities that may compromise the integrity or mission of the Ministry.

This policy is intended to promote transparency, accountability, and responsible institutional governance by encouraging the reporting of good faith concerns without fear of retaliation or adverse consequences.

The SAVI Ministries is committed to maintaining the highest standards of ethical conduct and fiduciary stewardship. The Ministry therefore encourages individuals acting in good faith to raise concerns relating to the governance, administration, financial management, or operational activities of the organization.

This policy provides safeguards designed to protect individuals who report concerns in good faith and establishes procedures for the responsible review and resolution of such reports.

II. Scope of Policy

This Whistleblower Protection Policy applies to all individuals acting on behalf of The SAVI Ministries or participating in its governance, administration, or ministry activities.

The protections and reporting procedures established under this policy apply to:

- a. Members of the Board of Directors
- b. Officers and executive leadership of the Ministry
- c. Employees and administrative personnel
- d. Volunteers serving in ministry programs or operations
- e. Advisors, consultants, and contractors engaged by the Ministry
- f. Individuals participating in ministry initiatives or organizational activities

This policy applies to reports concerning suspected misconduct, violations of organizational policies, unethical conduct, misuse of charitable resources, financial irregularities, violations of law, or other actions that may harm the integrity, governance, or mission of The SAVI Ministries.



This policy is intended to supplement, and operate in coordination with, the governance standards established in the Ministry's governing documents and institutional policies, including the Conflict-of-Interest Policy, Board Governance Policy, and other applicable governance frameworks.

Nothing in this policy is intended to discourage individuals from raising concerns through normal governance or administrative channels where appropriate.

III. Good Faith Reporting

Individuals covered under this policy are encouraged to report concerns regarding suspected misconduct, unethical behavior, financial irregularities, violations of law, or violations of the governance policies of The SAVI Ministries when such concerns arise.

Reports made under this policy must be made in good faith. A report is considered to be made in good faith when the reporting individual reasonably believes that the information disclosed indicates improper conduct, a violation of organizational policies, or activity that may harm the integrity or mission of the Ministry.

The reporting individual is not required to prove that the alleged misconduct occurred. However, the individual must provide information that they believe to be accurate and truthful based on the knowledge available to them at the time of the report.

Reports that are knowingly false, maliciously fabricated, or made with reckless disregard for the truth may be subject to review under the governance procedures of the Ministry and may result in appropriate corrective action.

The purpose of this policy is to encourage responsible and constructive reporting of legitimate concerns while maintaining fairness and integrity in the review process.

IV. Reporting Procedures

Individuals who become aware of suspected misconduct or concerns covered under this policy are encouraged to report such concerns through appropriate governance channels of The SAVI Ministries.

Reports may be submitted to one of the following authorities depending on the nature of the concern:

- a. The Chairman of The SAVI Ministries
- b. The Secretary of the Board of Directors
- c. A designated member of the Board of Directors responsible for governance oversight

Reports should include, to the extent reasonably possible, sufficient information to allow the Ministry to review and evaluate the concern. Such information may include:

- a. A description of the alleged conduct or issue
- b. The individuals involved or responsible, if known
- c. Relevant dates or time periods



- d. Any supporting documentation or evidence available

Reports may be submitted in writing, electronically, or through other appropriate communication channels established by the Ministry.

The Ministry may also allow reports to be submitted confidentially or anonymously where appropriate, recognizing that anonymous reports may present limitations in the ability to conduct a full review.

All reports received under this policy shall be treated seriously and reviewed in accordance with the procedures established in this policy.

V. Confidentiality of Reports

The SAVI Ministries shall make reasonable efforts to protect the confidentiality of individuals who report concerns under this policy.

Information relating to a report of suspected misconduct shall be shared only with those individuals who have a legitimate governance or administrative responsibility to review and address the matter.

The identity of a reporting individual will be protected to the extent reasonably possible while still allowing the Ministry to conduct an appropriate and responsible review of the reported concern.

In certain circumstances, disclosure of information may be required in order to conduct a proper investigation, to comply with legal obligations, or to cooperate with regulatory authorities. In such cases, the Ministry shall take reasonable steps to limit disclosure to only those individuals or authorities who require the information.

All individuals participating in the review of a whistleblower report are expected to respect the confidentiality of the process and to avoid unnecessary disclosure of sensitive information.

VI. Protection Against Retaliation

The SAVI Ministries strictly prohibits retaliation against any individual who, in good faith, reports a concern under this Whistleblower Protection Policy.

Retaliation includes any adverse action taken against a reporting individual because they raised a concern or participated in the review of a report. Prohibited retaliation may include, but is not limited to:

- a. Termination of employment or removal from a role
- b. Reduction of responsibilities or authority
- c. Harassment, intimidation, or threats
- d. Discrimination or adverse treatment in connection with ministry activities

Any individual who believes they have been subjected to retaliation as a result of making a report under this policy should promptly report the matter to the Chairman of The SAVI Ministries or to the Board of Directors.



The Ministry shall take reports of retaliation seriously and shall review such claims in accordance with the governance procedures of the organization.

Individuals found to have engaged in retaliation against a person who reported a concern in good faith may be subject to corrective action consistent with the governance policies and procedures of The SAVI Ministries.

VII. Review and Investigation Procedures

All reports received under this Whistleblower Protection Policy shall be reviewed promptly and responsibly by the appropriate governance authority of The SAVI Ministries.

Upon receipt of a report, the Chairman or the Board of Directors may determine the appropriate course of action based on the nature and seriousness of the concern raised.

Such actions may include:

- a. Preliminary review of the information provided
- b. Request for additional information from the reporting individual where appropriate
- c. Internal review by members of the Board or designated governance representatives
- d. Consultation with legal counsel, financial advisors, or other professional advisors where necessary

The Ministry shall make reasonable efforts to conduct reviews in a fair, objective, and impartial manner.

Where the report involves individuals holding governance or executive leadership positions, the review shall be conducted by members of the Board who do not have a conflict of interest with respect to the matter being reviewed.

The purpose of any investigation conducted under this policy is to determine whether the reported concern has merit and whether corrective action or governance response is required to protect the integrity and mission of The SAVI Ministries.

VIII. Corrective and Remedial Actions

If a report submitted under this Whistleblower Protection Policy is determined, after appropriate review or investigation, to have merit, The SAVI Ministries shall take reasonable and appropriate corrective action consistent with the nature and seriousness of the matter.

Corrective actions may include, but are not limited to:

- a. Implementation of governance or administrative reforms
- b. Modification of internal policies or procedures
- c. Disciplinary action against individuals responsible for misconduct
- d. Restitution or remediation of financial or operational harm
- e. Referral of matters to legal counsel or appropriate regulatory authorities where required



The objective of any corrective action shall be to protect the integrity, mission, and institutional stability of The SAVI Ministries while ensuring that governance standards and ethical responsibilities are upheld.

The Board of Directors shall maintain oversight authority for determining appropriate corrective measures in matters involving significant governance concerns or institutional risk.

IX. Preservation of Records Relating to Whistleblower Reports

All records relating to reports made under this Whistleblower Protection Policy shall be preserved in accordance with the Document Retention Policy of The SAVI Ministries.

Such records may include:

- a. The original report or complaint
- b. Supporting documentation provided by the reporting individual
- c. Records of internal reviews or investigations
- d. Correspondence relating to the matter
- e. Findings, determinations, and corrective actions taken

These records shall be maintained in a secure and confidential manner and access shall be limited to individuals responsible for governance oversight, investigation, or legal review.

Where a report results in a formal investigation or governance action, the records relating to the matter shall be preserved for a period consistent with the retention schedule applicable to governance and compliance records.

The Ministry shall maintain these records in order to support transparency, institutional accountability, and proper documentation of governance actions taken in response to reported concerns.

X. Relationship to Other Governance Policies

This Whistleblower Protection Policy forms part of the institutional governance framework of The SAVI Ministries and shall be interpreted in a manner consistent with the governing documents and policies of the Ministry.

This policy operates in coordination with the following institutional governance documents:

- a. The Articles of Incorporation of The SAVI Ministries
- b. The Institutional Bylaws of The SAVI Ministries
- c. The Board Governance Policy
- d. The Conflict of Interest Policy
- e. The Document Retention Policy
- f. The Executive Compensation Policy
- g. The Endowment Investment Policy Statement



Nothing in this policy shall limit the authority of the Board of Directors to establish additional procedures necessary to address concerns relating to governance integrity, financial stewardship, or institutional accountability.

Where a report submitted under this policy involves matters governed by other institutional policies, such matters may be reviewed and addressed in accordance with the procedures established in those policies.

The provisions of this policy are intended to strengthen transparency, ethical conduct, and responsible governance across all institutional activities of The SAVI Ministries.

XI. Periodic Review of Policy

This Whistleblower Protection Policy shall be reviewed periodically by the Board of Directors to ensure that it continues to reflect the governance needs, ethical standards, and operational practices of The SAVI Ministries.

The Board may review this policy at such intervals as it deems appropriate, but in general the policy should be reviewed at least once every three years or sooner if circumstances warrant.

Such circumstances may include changes in the Ministry's governance structure, operational scope, legal environment, or institutional best practices relating to nonprofit accountability and transparency.

Any amendments or revisions to this policy shall be approved by formal resolution of the Board of Directors and shall be maintained as part of the permanent governance records of The SAVI Ministries.

The Ministry affirms that periodic review of governance policies supports the long-term integrity, accountability, and institutional stability of the organization.

XII. Adoption of Policy

This Whistleblower Protection Policy is adopted as part of the institutional governance framework of The SAVI Ministries.

The policy shall become effective upon approval by the Board of Directors and shall apply to all individuals acting on behalf of the Ministry from the date of adoption.

The Board of Directors affirms that the adoption of this policy strengthens the Ministry's commitment to ethical conduct, institutional transparency, responsible stewardship of charitable resources, and the protection of individuals who report concerns in good faith.

This policy shall be maintained as an official governance document of The SAVI Ministries and preserved within the permanent governance records of the organization.