

**General Oversight Responsibilities of International Children’s Network (ICN)
Parent Organization of
Matsiko Children International**

- **Finances:**

- During the challenging years of Covid in 2021, Matsiko grew its overall revenue by 20%. This was done without the Matsiko World Orphan Choir touring. This was done by sharing the great success the support on our sponsors have provided the least fortunate children all around the world! The donations of our sponsors it greatly valued and greatly honored. For this reason, Matsiko is able to grow and honor the writing in Matthew 25:40
- Matsiko works to maintain the highest accountability standards regarding our actions, finances, and governance.
- In regards to the finances of Matsiko, an outside, intendent audit is conducted every year and posted on our website. If for some reason, something is not posted on our website at www.matsiko.com then please always feel free to contact us during regular business hours and we will happily provide you with that particular piece of information.
 - Matsiko posts all of our completed 990 tax records and audit reports on our website. If, for some reason, this information is not yet posted, then we will provide you any of our 990 records and / or audit reports on file at any time.
- As always, any questions you may have regarding your sponsorship or the actions of Matsiko, are always welcomed. Please find a clarification of your question on our website or feel free to call us anytime during regular working hours. We will welcome the chance at providing you clarification on any and all of your vital questions.

- **Governance:**

- Matsiko works continually at providing the most open, honest, and transparent governance / oversight of its work possible. Roughly every quarter the ICN board meets to review its actions. Annually we review the leadership goals, accomplishments, and opportunities, as well as an ongoing review at improving our goals and effectiveness for the children we serve world-wide.
- Matsiko welcomes any and all of its sponsors and supporters to come and see our work firsthand by joining any annual service trip to any of our Matsiko’s partnering nations. By doing this, sponsors will be allowed to visit personally their children and see the life changing impact their love and support actually provides to their child, family, and even the village!
- Matsiko Board members also officially meet with each of the national directors officially once every month to review goals, accomplishments, opportunities, and challenges. In addition to the official monthly review, National Directors email, call, and even write on an daily basis.
- National governance is vital as well. Therefore, we have implemented safety protocols with our partnering nation’s ministry of justice so that every child and staff member operate in a safe, loving, and encouraging environment at all times.

- Every leader has a certain responsibility and action. These actions are reviewed annually with our leaders nationally as well as the children.
- Therefore, every child knows who and where to go if an action by a leader or person does not feel comfortable. We take this most seriously and every confidential report is reviewed independently through out the leadership chain that ends with the Matsiko - USA Board of Directors for review.
- The policies and procedures of all of our leaders are something all of us at Matsiko take particular pride in implementing. Because of our seriousness in this area, systems in Liberia and Peru have acknowledged that they want to implement this standard on all Schools, Businesses, and NGO's within their countries.