

Approved by the _____ United Methodist Church
Trustees - Minutes of the Board of Trustees meeting
held _____.

_____ **UNITED METHODIST CHURCH**

CONFLICT OF INTEREST POLICY

Applicability: This policy applies to all trustees, officers, administrators and employees of _____ United Methodist Church (the "Church"). It is intended to foster the highest standards of integrity and honesty, both in substance and in eliminating any "appearance of impropriety".

General Policy: Individuals serving the Church must avoid placing themselves in positions where there may be a conflict of interest, or an appearance of a conflict of interest, between their personal interest and their fiduciary duty to the Church. Conflicts may arise when:

- a. The individual's interests (or those of members of his or her family) are adverse or appear to be adverse to the interests of the Church, or
- b. The individual is in a position to influence a business decision of the Church in such a way that it will, or might appear to, benefit the individual, any member of his or her family, or any entity in which either has an interest.

Implementation:

1. An individual should not vote on, approve or make recommendations regarding a transaction in which the individual or a member of his or her family has a financial interest, directly or indirectly. He/she should make known to the Chair of the Board of Trustees any potential conflict before the Church initiates any action with regard to the proposed transaction.

2. An individual, a member of his or her family, or an entity or concern with which one or more of them is associated may not do business with the Church, unless: (a) expressly authorized by the Board of Trustees or Administrative Board after full disclosure thereto, deliberation by and approval by formal resolution of the Board, and (b) having fair and reasonable terms for the work that are at least as favorable to the Church as the provider offers to the general public for such work and are competitive with terms available from other providers.

3. An individual or member of his/her family should not accept significant gifts or other favors under circumstances that might lead to the inference that the gift or favor was intended to influence his/her decision-making while serving the Church. This does not apply to holiday gifts of nominal value.

4. Each individual subject to the terms of this policy should sign an annual statement disclosing any and all possible conflicts of interest.