

# Conflict of Interest Policy

The purpose of this policy is to protect the integrity of Generocity Church's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of our volunteers, staff, and leadership.

## Scope

This policy applies to all Generocity Church personnel, including volunteers, staff, and leadership (elders/board members).

## Policy

Generocity Church personnel have an obligation to act in the best interests of the church and avoid situations where their personal interests or relationships could interfere with their judgment or ability to make decisions objectively.

A conflict of interest can arise when an individual's personal, financial, or other interests or relationships could influence or appear to influence the performance of their duties and responsibilities with the church. This includes, but is not limited to:

- Having a financial interest in a transaction or arrangement that the church is considering.
- Accepting gifts, entertainment, or other favors from individuals or entities that do business or seek to do business with the church.
- Using the church's time, resources, equipment, or information for personal gain.
- Serving in a leadership or decision-making role for the church while also serving in a similar role for another organization that has competing interests.
- Hiring or supervising a family member or close personal friend.

All Generocity Church personnel are required to disclose any actual, potential, or perceived conflicts of interest to their supervisor or the church leadership team. Disclosed conflicts will be reviewed, and a determination will be made on how to manage the conflict, which may include:

- Removing the individual from the decision-making process.
- Requiring the individual to abstain from participating in discussions and votes on the matter.
- Requiring the individual to divest themselves of the conflicting interest.
- Terminating the individual's relationship with the church.

Generocity Church personnel who fail to disclose conflicts of interest or who do not cooperate in the management of disclosed conflicts may be subject to disciplinary action, up to and including termination of employment or volunteer service.

### **Responsibilities**

- All Generocity Church personnel are responsible for being aware of this policy and for disclosing any actual, potential, or perceived conflicts of interest.
- Supervisors and church leadership are responsible for reviewing disclosed conflicts of interest and determining appropriate management strategies.
- The church leadership team is responsible for overseeing the implementation and enforcement of this policy.

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