



Conflict of Interest Policy

August 2024

Purpose

1st Street Church values integrity. Therefore, this policy ensures that all decisions and actions are made in the best interest of our mission and values. This policy seeks to identify and manage any potential conflicts of interest to maintain transparency, accountability, and trust within the church.

Definitions

Conflict of Interest

A situation where an individual's personal, financial, or other interests could interfere with their ability to act in the best interests of 1st Street Church.

Interested Person

Any individual who has a direct or indirect financial or personal interest that may present a potential conflict of interest with their responsibilities at 1st Street Church.

Scope

This policy applies to all members of the Church Council, Trustee Board, Staff, and any volunteers who are responsible for the stewardship of 1st Street Church resources.

Disclosure of Conflicts

All interested persons are required to disclose any potential or actual conflicts of interest.

Lead Pastor and Moderator

When it is the Lead Pastor or the Moderator who is an interested person, they are to disclose actual or possible conflicts of interest to the Trustee Board. It is at the discretion of the Trustee Board to inform the Church Council.

Board Members and Officers

Board Members and Officers are to disclose actual or possible conflicts of interest to the Moderator. It is then the responsibility of the Moderator to report disclosures to the Trustee Board. Disclosures are to be reported to the Church Council at the discretion of the Trustee Board.

Staff and Volunteers

Any staff member or volunteer is to provide disclosure to the Lead Pastor. It is then the responsibility of the Lead Pastor to report disclosures to the Trustee Board. Disclosures are to be reported to the Church Council at the discretion of the Trustee Board.

Procedure

1. Documentation

Every report of a conflict of interest is to be documented in the meeting notes that are provided to the Church Council by the Trustee Board.

2. Review of Conflicts

The Trustee Board will review disclosed conflicts of interest and are responsible for identifying whether or not decisions and actions align with the mission and values of 1st

Street Church. The interested person may be responsible for providing additional details if requested.

3. Determination and Resolution

The Trustee Board will determine if a conflict of interest exists and decide on appropriate measures to manage it. At their discretion, the Trustee Board may elevate the report and request that the Church Council determine if a conflict of interest exists. The Church Council may decide on appropriate measures to manage any conflict of interest.

Possible resolving actions may include recusal from discussions or decisions related to the conflict, or reassigning duties or responsibilities.

4. Enforcement

Violations of this policy may lead to disciplinary action, which could include removal from the Church Council, termination of employment, or dismissal from volunteer roles. All actions will be taken with a spirit of grace and adherence to the church's beliefs and values. The severity of the consequences will take into consideration the nature and severity of the violation.

Communication

This policy and others can be found at <https://1ststreetchurch.com/info>

This policy will be periodically reviewed to ensure its effectiveness and relevance. Amendments may be made with the approval of the Lead Pastor.