

## **CONFLICT OF INTEREST POLICY FOR DIOCESAN COUNCIL, STANDING COMMITTEE AND STAFF**

Episcopal Diocese of The Rio Grande

### Conflicts of Interest Prohibited.

Except for standard terms of employment, no member of any Diocese of the Rio Grande Board or Commission, Trustees of the Property, or Staff shall derive any personal profit, benefit or gain, whether monetary or not, either directly or indirectly, by reason of his or her participation in the activities and transactions of the Diocese of the Rio Grande.

Following the adoption of this Policy, each member of the Diocesan Council, Standing Committee and Staff shall disclose to the Bishop Diocesan and/or the President of the Standing Committee any personal interest or financial interest in which he or she may have in any matter pending before the Diocese. Any such person shall refrain and abstain from participating in, including by attendance in any discussion of or voting on, any decision on such matter in such person has a conflict of interest. In addition, such persons are encouraged to at least disclose other situations, that while not strictly arising from a personal interest or a financial interest, may present an appearance of a conflict of interest prejudicial to the Diocese.

Each member of the Diocese of the Rio Grande Diocesan Council, Standing Committee and Staff shall indicate his or her receipt of, understanding of and compliance with this Policy by signing a dating an Annual Conflict of Interest Statement. If there is any material change in status affecting this Policy during the year, a revised Annual Conflict of Interest Statement shall be provided.

This policy is intended to supplement, but not replace, any applicable state and/or federal laws governing conflicts of interest applicable to nonprofit and charitable organizations and shall be construed in harmony with the Canons and Constitutions of the Episcopal Church in the United States of America and the Canons and Constitution of the Diocese of the Rio Grande.

A financial interest is an ownership or investment interest in any entity with which the Diocese of Rio Grande has, or is considering entering into, a transaction or arrangement; a compensation arrangement with the Diocese of the Rio Grande or with any entity or individual with which the Diocese of the Rio Grande has, or is considering entering into, a transaction or arrangement; or a potential ownership or investment interest in, or compensation agreement with, any entity or individual with which the Diocese of the Rio Grande is negotiating a transaction or arrangement. A personal interest is a familial relationship, by blood or marriage, with an individual with a financial interest, a romantic relationship with an individual with a financial interest, or a particular bias or prejudice for or against an individual with a financial interest that is likely to materially and adversely affect the independent judgment of the person with the personal interest. A financial interest or personal interest is not necessarily a conflict of interest. A person who discloses, or otherwise is believed to have, a financial interest or personal interest in a matter pending before the Diocese, shall have a conflict of interest within the meaning of this Policy, and refrain from participation in any decision, unless the Bishop Diocesan finds: (a) a conflict of interest does not exist, or (b) a conflict of interest does exist, but waives such conflict in the circumstances.

Violation of this policy may be grounds for removal and/or clerical discipline or pastoral direction.

Form: Annual Conflict of Interest Statement

**Approved by Standing Committee: December 5, 2018**