



## Estuary and Mountain Mission Area

### Conflict of Interest Policy

All staff, volunteers, and Trustee Board (MAC) members of Estuary and Mountain Mission Area will strive to avoid any conflict of interest between the interests of the Mission Area on the one hand, and personal, professional, and business interests on the other. This includes avoiding actual conflicts of interest as well as the perception of conflicts of interest.

The purposes of this policy is to protect the integrity of the Mission Area's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of volunteers, staff and committee members.

Examples of conflicts of interest include:

- A MAC member who is related to a member of staff and there is decision to be taken on staff pay and/or conditions.
- A MAC member who is also on the committee of another organisation that is competing for the same funding.
- A MAC member who has shares in a business that may be awarded a contract to do work or provide services for the Mission Area.

Upon appointment each MAC member will make a full, written disclosure of interests, such as relationships, and posts held, that could potentially result in a conflict of interest. This written disclosure will be kept on file and will be updated as appropriate.

In the course of meetings or activities, MAC members will disclose any interests in a transaction or decision where there may be a conflict between the Mission Area's best interests and the MAC members best interests or a conflict between the best interests of two organisations that the MAC member is involved with.

After disclosure, I understand that depending on the judgement of the other committee members present at the time, I may be asked to leave the room for the discussion, will not be able to take part in the decision, and may be asked to leave the room for the decision.

Any such disclosure and the subsequent actions taken will be noted in the minutes.

This policy is meant to supplement good judgment, and staff, volunteers and MAC members should respect its spirit as well as its wording.

*Approved at the Mission Area Conference on 12<sup>th</sup> October 2022*

A handwritten signature in black ink, appearing to read 'Anne Hooper', written over a horizontal line.

The Rev'd Anne Hooper  
*Mission Area Leader*