



Conflict of Interest Policy

1. Purpose

The purpose of the Conflict of Interest Policy is to help those in decision making roles in Penrith Church of Christ to effectively identify, disclose and manage any actual, potential or perceived Conflicts of Interest in order to protect the integrity of the Church and manage risk.

A Conflict of Interest arises when a Staff Member, Office Bearer, Ministry Leader or Church Partner's personal interests bring their actions, judgement and/or decision making under ethical and moral scrutiny. This may be evident when a person could receive, or perceive to receive personal gain or influence as a result of a decision made by having an input into a decision making process.

2. Scope

This Policy applies to all people in decision making roles in the Church, including Elders, Church Leadership, Church Partners as well as Church Staff.

This policy should be read in conjunction with other policies of the Church that relate to managing Conflicts of Interest. In particular, the Conflict of Interest Procedures.

3. Policy

Penrith Church of Christ will manage Conflicts of Interest by requiring Elders, Church Leadership, and Church Staff to:

- Identify and disclose any actual, potential or perceived Conflicts of Interest before a matter is discussed and voted on;
- Adhere to a ruling, by a meeting chair or Committee, to determine if there is a Conflict of Interest and how it is managed; and
- Adhere to this Policy and Procedures and respond to any breaches.

Additionally, Church Partners should declare Conflicts of Interest where they are speaking to, or voting on, matters during a meeting of the Church.