

## **TRUSTEES' CONFLICT OF INTEREST POLICY**

All Trustees of First Parish Unitarian Universalist of Arlington shall scrupulously avoid any conflict between their personal, professional, or business interests and the interests of First Parish.

If any Trustee has any direct or indirect interest in, or relationship with, any individual or organization that proposes to enter into a transaction with First Parish, including but not limited to transactions involving:

- a. the sale, purchase, lease or rental of any property or other asset,
- b. employment, or rendition of services, personal or otherwise,
- c. the award of any grant, loan, contract, or subcontract, or
- d. the investment or deposit of any funds of the church,

such person shall be considered an "interested person" and shall give notice of such interest or relationship as specified in this policy.

### **Disclosure**

The Chair of the Trustees shall assure that all Trustees are informed of this policy. Trustees shall disclose possible conflicts to the Chair. Each trustee shall annually:

- a. acknowledge receipt of this policy in writing, and
- b. disclose any involvements with individuals, organizations, or vendors that might cause, or might reasonably be seen as being likely to cause, a conflict.

### **Gifts**

A Trustee may not accept gifts, loans, or pledges of behavior, of any kind, from any source, that could be interpreted as attempting to inappropriately influence any action taken by him or her on behalf of First Parish Unitarian Universalist of Arlington.

A Trustee may not accept cash gifts in any amount, or other gifts, entertainment, or favors in excess of \$100 per person per year, from any individual or outside concern which does, or is seeking to do, business with First Parish.

### **Violations of the Conflict of Interest Policy**

If the Trustees have reasonable cause to believe that an individual Trustee has failed to disclose actual or possible conflicts of interest, or has otherwise violated this policy, the Trustees shall inform the Trustee of the basis for such belief and afford the individual an opportunity to explain the alleged violation and come to a satisfactory resolution.