

Anderson Community Church

Conflict of Interest Policy

Adopted by the Board of Elders to promote integrity, transparency, and compliance with federal tax-exempt requirements and applicable Texas nonprofit governance standards.

1. Purpose

The purpose of this policy is to protect the interests of Anderson Community Church when it is considering a transaction or arrangement that might benefit the private interest of a director, officer, pastor, employee, or key volunteer.

2. Persons Covered

This policy applies to members of the Board of Elders, Deacon Advisory Board, corporate officers, the Senior Pastor, staff members, and any individual with decision-making authority.

3. Definition of Conflict of Interest

A conflict of interest exists when a covered person has a direct or indirect financial, familial, or personal interest that could influence or appear to influence objective judgment.

4. Duty to Disclose

Covered persons must disclose any actual or potential conflict of interest as soon as it becomes known and before discussion or voting on the matter.

5. Determination of Conflict

The disinterested members of the Board of Elders shall determine whether a conflict exists after reviewing the relevant facts.

6. Procedures for Addressing a Conflict

The interested person shall leave the meeting during discussion and voting. The Board may seek alternative proposals and shall approve a transaction only if it is fair, reasonable, and in the best interests of the Church.

7. Compensation

Individuals receiving compensation from the Church may not participate in decisions regarding their own compensation or benefits.

8. Annual Disclosure

Each covered person shall complete and sign an annual Conflict of Interest Disclosure Statement.

9. Violations

If the Board has reasonable cause to believe a person failed to disclose a conflict, the Board shall provide an opportunity to explain and may take corrective action as appropriate.

10. Records

Meeting minutes shall document the disclosure, the determination of whether a conflict existed, the names of persons present, and the final decision.

11. Review

The Board of Elders shall review this policy annually and recommend revisions as needed.

Annual Conflict of Interest Disclosure Statement

Name: _____

Position: _____

Date: _____

I acknowledge that I have received and read the Anderson Community Church Conflict of Interest Policy and agree to comply with it. I have disclosed all known actual or potential conflicts of interest.

Disclosures (if any): _____

Signature: _____