



# FINANCIAL CONFLICT OF INTEREST POLICY

A financial conflict of interest arises whenever the personal or professional interest of a Board Member is potentially at odds with the financial best interests of the Mount Gretna Campmeeting Association, Inc. (MGCA). Although the legal standards for avoiding conflict of interest for nonprofit organizations are fairly limited, the MGCA will avoid where possible even the appearance of impropriety.

Individuals and businesses qualified to provide goods and services in the MGCA area are limited, therefore situations may arise where Board Members are commercially engaged by the MGCA, or hired by the MGCA for artistic projects, workshops, summer camps, performances, etc. Because these situations all involve potential conflict of interest, the following procedures apply.

If an issue is to be decided by the Board that involves potential conflict of interest for a Board Member, it is the responsibility of the Board Member to:

1. Identify the potential conflict of interest by stating it on record,
2. Not participate in discussion of the program or motion being considered by stating on record, and
3. Not vote on the motion.

It is the responsibility of the Board to:

1. Only decide to hire or contract with the Board member if they are the best qualified individuals available, and willing to provide the goods or services needed at the best price, and
2. Record in the minutes of the Board Meeting the potential conflict of interest, and the use of the procedures and criteria of this policy.

Although it is not a conflict of interest to reimburse Board Members for expenses incurred (such as the purchase of supplies), Board Members are prohibited by MGCA by-laws from being paid for serving on the Board. Generally, Board Members will not receive pass-through dollars for individual projects.

All Managers or employees are required to disclose any interests that rise to conflicts.

**Dates:** Adoption: October 18, 2022  
Revision:  
Rescission: