**UCM Conflict of Interest Policy (from Financial Policies):**

***II. CONFLICT OF INTEREST POLICY***

This Conflict of Interest Policy was developed following recommendations made by an independent auditor in January of 2012, based on the auditor’s review of the existing financial management policies of the Church. The policy is adapted from the UUA Conflict of Interest Policy.

All officers, employees, Board members and Executive Team members of the Unitarian Church of Montpelier and all members of UCM committees shall scrupulously avoid any conflict between their personal, professional, or business interests and the interests of the Church.

No officer, employee, Board member, Executive Team member or committee member of the Church may use or influence the use of the Church’s financial, personnel, or other resources for personal benefit, or for any purposes other than the achievement of the ends of the Church.

A "conflict of interest" is any actual or potential situation in which an individual’s close relationship to another party would make it difficult for the individual to be unbiased in carrying out his or her obligations to the Church.

The Executive Team shall assure that all officers, employees, Governing Board and Executive Team members, and committee chairs are informed of this policy in writing via email or other method.

Any Church officer, employee, Governing Board or Executive Team member or committee chair shall disclose possible conflicts of interest to the Executive Team. Any issues related to the Conflict of Interest Policy shall be directed to the Executive Team.