Conflict of Interest Policy

Reviewed and accepted Signed *PSFermor* **08/03/2026**

I. Statement of Policy

A possible conflict of interest exists when a Trustee has a material personal interest, either direct or indirect, in a proposed transaction involving this organization. When a Trustee has an interest in a transaction being considered by the organization, the Trustee should disclose that conflict before the Church Council takes action on the matter. Any Trustee having a conflict of interest will not vote or use his or her personal influence on the matter and will not be present when the matter is discussed by the Church Council. The minutes of the meeting will reflect that a disclosure was made, and the abstention from voting.

This policy also will apply to immediate family members, the organization's committees, and its volunteer association. Trustees, staff members, and officers of Deal Pentecostal Church will be required to attest annually to their familiarity with this policy and to provide information concerning any possible conflict of interest so that disclosure, if necessary, is made.

Staff members and their immediate families will not benefit materially from the organization beyond receipt of salaries, fringe benefits, and reimbursement for authorized expenses.

II. Definition of Material Personal Interest

A material personal interest is:

1. an ownership or investment interest in any entity with which this organization has a transaction or arrangement;
2. a compensation arrangement with the organization or with any entity or individual with which the organization has a transaction or arrangement; or
3. a potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts, favours, and non-financial benefits that are not insubstantial.

See also: **Deal Pentecostal Church Trust Deed: 10 Application Of Funds**

III. Procedures

1. The interested Trustee(s) will disclose to the Church Council, preferably in writing, the material facts as to his or her material personal interest in the transaction and in any corporation, partnership, association or other organization involved in the transaction prior to the meeting at which the Church Council acts upon the transaction.
2. The interested Trustee(s) will absent himself or herself from the meeting while the transaction is discussed and acted upon.
3. A disinterested Trustee, or other disinterested party familiar with the transaction, will present evidence of the fairness of the proposed transaction, such as competitive bids or comparable price quotations.
4. The vote of a majority of the disinterested Trustees participating in the meeting and constituting a quorum, after reaching a decision regarding whether the proposed transaction is fair to the organization, will be required for approval of the transaction. The minutes for the meeting will reflect that a disclosure of interest was made and that the interested director(s) abstained from voting and was not present during the Church Council's consideration of the transaction.
5. These procedures (i) will apply to transactions approved after the date of adoption of this policy; (ii) will not apply to reimbursement of expenses actually incurred by any director in the course of performing his or her duties as such; and (iii) may be waived or altered in any particular case by vote of a majority of the full Church Council for good cause shown.

IV. Potential Conflict Report

To assist in implementing this Policy, each proposed new Church Council member will file a **Potential Conflict Report** (*see below*) hereto in connection with the selection process.

Potential Conflict Report

Please answer all questions. If the answer is "yes," please explain. An affirmative response does not imply that the relationship is improper or that it should be terminated.

During the past twelve months, have you or any related party[1] had any interest, direct or indirect, in any contract or transaction with Deal Pentecostal Church?

_____.

Do you or any related party have any interest, direct or indirect, in any pending or proposed contract or transaction with Deal Pentecostal Church?

_____.

Do you or any related party have any other interest, which might conflict, or might be perceived to conflict, with your duty of loyalty to the interests of Deal Pentecostal Church?

_____.

The answers to the foregoing are accurate to the best of my knowledge and belief and I will promptly notify the Chairman of Church Council of any change which would make any of the answers no longer accurate.

Date:_____ Signature:_____

[1] For this purpose, a "related party" is defined as members of your immediate family, which includes your spouse, children, siblings, and parents; estates, trusts, partnerships, limited liability companies, corporations and other entities in which you or any member of your immediate family has a present or vested future beneficial interest or serves as an officer, director, or trustee, other than entities in which you and your immediate family members in the aggregate own less than five percent in value of all traded securities.