

**Conflict of Interest Policy**  
approved by the Board 1/17/2012

1. Persons in positions of authority and control over RRUUC assets have a duty to act in the best interests of RRUUC.
2. Persons in positions of authority and control of RRUUC assets should not be materially advantaged because of their RRUUC positions, except through salary and compensation programs adopted by the Board of Trustees.
3. A conflict of interest arises when financial or other personal considerations have the potential to compromise an individual's objective judgment when taking any actions regarding RRUUC's assets.
4. When an actual or potential conflict of interest arises between an individual's RRUUC responsibilities and non-church interests and activities, these conflicts shall be disclosed to the Board of Trustees, and when appropriate, the congregation.
5. Individuals with an actual or potential conflict shall not participate in any vote or decision on matters involving the conflict unless the Board of Trustees, after full disclosure, allows for such participation.
6. It is recognized that the term "potential conflict" can be subjectively and broadly interpreted. As a result individuals should err on the side of caution and act in the spirit of openness and full disclosure.
7. The Board of Trustees and RRUUC staff shall develop appropriate procedures to implement this policy.
8. The terms "authority and control of RRUUC assets" includes any individual or member of a group or committee who can use or approve the use of money or property which is held in the name of or for the benefit of RRUUC.