

**THE LUTHERAN CHURCH—MISSOURI SYNOD
CONFLICT OF INTEREST POLICY**

The Lutheran Church—Missouri Synod (Synod) is fully committed to conducting its responsibilities in a manner reflecting the highest degree of integrity and honesty. The success of the Synod in conducting its affairs is the sum efforts of each individual board, commission and committee member, officer and employee in executing his or her responsibilities with good judgment and in an ethical manner. Therefore, in exercising these responsibilities each individual should comply with the following policy, which is modeled after Bylaws 1.5.12 through 1.5.12.2 Disclosure of Conflict of Interest.

I, the undersigned, have read, understand, and agree to comply with the following:

1. Each board or commission member shall disclose to the chairman of the entity and each employee shall disclose to the executive officer of the entity any potential conflicts of interest. Each chairman or executive officer shall disclose personal potential conflicts of interest to the governing board. All such disclosures shall be reported to the respective board or commission or its designated representative(s) who shall determine whether an inappropriate interest exists. Such disclosures shall include board membership on, a substantial interest in, or employment of the individual or a relative by any organization doing business with the Synod or any of its entities or agencies.
2. Board members or employees who receive honoraria or payments for any sales or services rendered to the Synod or its entities or agencies shall disclose such information.
3. Activities shall not be entered into which may be knowingly detrimental to the interests of the Synod and its entities or agencies.
4. Information acquired in the course of carrying out synodical duties shall not knowingly be used in any way which would be detrimental to the welfare of the Synod and its entities or agencies.
5. No board or commission member, and/or employee or executive officer of the Synod or its entities and agencies shall vote on any transaction in which the individual shall receive a direct or indirect financial gain.
6. Gifts, entertainment, or favors in excess of \$100 per person per year from any individual or outside concern which does or is seeking to do business with the Synod or its entities or agencies shall not be accepted.
7. Any inappropriate activity shall cease or the position will be vacated.
8. Each individual shall sign a statement, modified to the needs of the entity, prior to accepting a position and thereafter annually, that agrees to abide by this bylaw and conflict of interest policy of the respective corporation.
9. Responsibilities shall be conducted in a manner reflecting the highest degree of integrity and honesty consistent with the Scriptures, the Lutheran Confessions, the Synodical *Handbook*, board policies, and civil laws. (For employees not familiar with the Lutheran Confessions, Scripture should be used to interpret the expected conduct.)

Print Name

Title/Board/Commission/Committee

Signature

Date