

ANNUAL DECLARATION AND DISCLOSURE
Staff Disclosure Policy and Procedures
General Policy # 7-H

Definitions

Conflict of Interest: A potential conflict of interest occurs when there is a divergence between private interests and professional obligations to the Mission such that an independent observer might reasonably question whether the professional actions or decisions are determined by personal financial gain.

Conflict of Time Commitment: A potential conflict of time commitment exists when professional activities external to the Mission exceed reasonable time limits or whenever primary professional responsibility is not to the Mission.

Covered Individuals: Rescue Mission policy covers all staff and all others who have potential or possible conflicts of interest or time commitments.

Family: Family includes spouse, dependent children, and members of personal household

The Rescue Mission of Mahoning Valley recognizes the value of staff interaction with business and industry, private foundations, and government agencies to foster the mission, facilitate professional development, and promote expansion of knowledge. In some cases the external activities of staff, such as consulting, outside employment, public service, pro bono work, or serving as an officer of an external entity, even without compensation, can result in real or apparent conflicts regarding commitment of time. External professional activities that take time away from Mission responsibilities should be discussed with the executive director or immediate supervisor to obtain concurrence that the activities do not constitute a conflict of time commitment.

No Team member should have an outside professional relationship with an organization whose activity is in conflict with the Rescue Mission's basic architectural principles of the Articles of Faith. Team members should be aware that their actions (testimonies) even outside of the Mission reflect directly on the integrity of the Mission.

Public appearances or endorsements associated with other organizations: If any public statements, endorsements or commentary are expected as part of the outside relationship, they must be approved by the executive director in advance, with review by the development department prior to the actual publicity. In much the same way the Mission may forbid the sharing of private organizational business. All Mission employees are obligated to the same confidentiality obligations as other Team members.

ACCEPTANCE OF

RESCUE MISSION OF MAHONING VALLEY

CONFLICT IF INTEREST POLICY

As a Team member (staff) of the Rescue Mission of Mahoning Valley, I hereby acknowledge that I have read and understand this Conflict of Interest Policy, and that I accept its conditions as outlined.

Signature Date

Identified material facts and personal interest that may conflict with the best interest of the organization (please list an current personal, professional, business or other interests or associations that may be actually or perceived as in conflict with the best interest of the Rescue Mission).