



Policy Location: P – 4 **Created:** 04/11/1994
Title: Conflict of Interest **Revised:** (date)
Policy Owner: Minister, Board
Associated Documents: Associated Documents:
Last Reviewed: 7/18/2024

Policy

Purpose:

To protect spouses/partners from difficulties and satisfy any doubts about conflicts of interest.

Procedure

In a liberal religious denomination, such as Unitarian Universalism, the most knowledgeable candidates for paid church positions are usually the church members themselves. Staffing of the church is greatly enhanced by employees with a firm understanding of UU principles and beliefs. However, a church staff comprised of church members can run into awkward situations that may be considered a conflict of interest when their spouses/partners serve in certain positions of leadership. For example, a Board of Directors discussion of salary increases might be uncomfortable and invite suspicion if a Board member's spouse is one of the staff being discussed.

To protect those spouses/partners from difficulties, and satisfy any doubts about conflicts of interest, the following guidelines are recommended:

Any spouse/partner of a staff member may serve on the committee of their choice except in the following positions:

- Spouse or partner of the Faith Development Director (FD). ...Faith Development Shared Ministry Team
- Spouse or partner of the Co-/Music Director(s)Music and Worship Shared Ministry Team
- Spouse or partner of any Staff MemberFinancial Stewardship Shared Ministry Team
- Spouse or partner of any Staff Member Board of Directors

When a Shared Ministry Team or the Board of Directors discusses issues that pertain to a particular staff person, the spouse/partner, if present, will be excused from that portion of the meeting, and will abstain from voting on such issues. If the spouse/partner is the leader of the group, another temporary leader shall be appointed.

If a question should arise about a potential conflict of interest involving candidacy of a spouse/partner of a staff person for a leadership position, the Executive Committee of the Board of Directors shall rule on the issue.