

CBS MISSION STATEMENT: The purpose of the Congregation is to fulfill the needs of Jews in the modern Reform tradition. Our purpose is to support and enhance the Jewish community through worship, education, affiliation, broad-based social action, spiritual counseling and celebration.

## **BOARD MEMBER CONFLICT OF INTEREST POLICY**

### ***Internal***

Voting members of the Board of Directors may not hold a paid position in the congregation as an employee or contractor without an explicit annual vote of the Board of Directors. Should such an exception be made, no one may be accountable to him/herself.

A voting member of the Board of Directors who is an employee or contractor, or an immediate family member of an employee or contractor, may not be present or participate in deliberations or vote on any personnel or compensation issues.

No voting member of the Board of Directors who is an employee or contractor may serve on the Executive Committee as defined by the bylaws of the congregation.

### **Business or Professional Interests**

Board members have outside business and professional interests. During board meetings, members shall disclose any conflict of interest involving an issue before the board. They may make a presentation at the Board meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on said issue.

### **Gifts, Gratuities, Etc.**

Board members will not accept gifts, gratuities, trips, personal property or other items of value from an outside person or organization as an inducement to do business or provide services.

### **Abuse of the Board Office**

Board members should not abuse their office by using this nonprofit's staff, services, equipment or property for their business, personal or family gain.

### **Determining if a Conflict of Interest Exists**

If there is any question as to whether or not a conflict of interest exists, the person in question shall leave the board meeting while the determination of a conflict of interest is discussed and/or voted upon. The President shall decide if a conflict of interest exists or in the event that it is the President with the potential conflict of interest, the next in line to be President who is present shall make the determination.

### **Other**

All members of the Board of Directors shall acknowledge receipt and review of this policy by signing it on an annual basis.