

Document #:	Personnel P-2	Created: 4-11-1994
Title/Subject:	Conflict of Interest	Revised: 2-27-2019
Purpose:		Reviewed/unchanged:
Operational Authority:	Board, Administrative, Personnel Committee	

Policy

Function/Purpose/Mission Statement:

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

Procedure

Description of Duties / Procedures:

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 Minister Committee on Ministry
- Spouse or partner of the Religious Education (RE) Director.Adult or Children's RE
- Spouse or partner of the Music DirectorWorship Committee
- Spouse or partner of any Staff MemberFinance Committee
- Spouse or partner of any Staff MemberPersonnel Committee
- Spouse or partner of any Staff Member Board of Directors

When a Committee 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.



Associated Documents

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