

LWML Conflict of Interest and Confidentiality Agreement

A "conflict of interest" describes any circumstance that would cast doubt on a director's, officer's, employee's or volunteer's ability to act with total objectivity with regard to Lutheran Women's Missionary League (LWML) interests.

The LWML is fully committed to conducting its responsibilities in a manner reflecting the highest degree of integrity and honesty and in accordance with applicable laws. The LWML is a nonprofit corporation organized under Missouri law and the Missouri Revised Statutes Chapter 355 Nonprofit Corporation Law Section 355.416 regarding *Director's Conflict of Interest* applies to all LWML board decisions.

For this reason, I agree to the following:

I will not use my position as a director, officer, employee or volunteer within LWML for personal gain.

I will execute my responsibilities with good judgment and abide by the LWML *Code of Ethics*.

I will not participate in deliberation, action or vote on any matter in which I have a material interest or business affiliation.

I will not enter into activities which may knowingly be detrimental to the interests of LWML.

I understand that during the course of my employment or volunteer duties with LWML that I may have access to and become aware of information which is confidential in nature. I will not disclose confidential information, directly or indirectly, or use it in any way, except as required in the course of my employment or volunteer duties with LWML.

I understand that gifts, gift certificates, cash payments, extravagant entertainment, free services or loans from anyone doing business with LWML may constitute a conflict of interest. I will not accept any such gifts beyond those of nominal value (less than \$100), occasional meals and infrequent entertainment which are customary and proper and do not place me as the recipient under any obligation to the person or business providing them.

Any activity inconsistent with this policy will be discussed with the person involved and such activity shall cease or the elected/volunteer position will be vacated. Employee noncompliance will be handled in accordance with personnel policies.

I understand I have a continuing obligation to report any new potential conflicts of interest to the board.

Printed Name _____

Employer _____

Spouse's employer (if married) _____

Signature _____

Date _____

(1/31/2015)