Wing of Hope Conflict of Interest Board Resolution

A conflict of interest is defined as an actual or perceived interest by a Wings of Hope employee, volunteer or Board Member in an action that results in, or has the appearance of resulting in, personal, organizational, or professional gain.

Officers, members and volunteers are obligated to always act in the best interest of Wings of Hope (WoH). This obligation requires that any officer, member or volunteer, in the performance of WoH duties, seek only the furtherance of Wings of Hope’s mission. At all times, officers, volunteers and Board Members are prohibited from using their job title or the Wings of Hope’s name or property, for private profit or benefit.

Further:

A. WoH officers, volunteers, employees and members should neither solicit nor accept gratuities, favors, or anything of monetary value from contractors/vendors. This is not intended to preclude bona-fide organization sponsored fund raising-activities.

B. No officer, employee, volunteer or Board Member of Wings of Hope shall participate in the selection, award, or administration of a purchase or contract with a vendor where, to his knowledge, any of the following has a financial interest in that purchase or contract:

1. The officer, employee, volunteer or Board Member;
2. Any member of their immediate family;
3. Their partner(s) or other legal business associates;
4. An organization in which any of the above is an officer, director, volunteer or employee;
5. A person or organization with whom any of the above individuals is negotiating or has an arrangement concerning prospective employment.

C. No Board Member or volunteer or employee shall benefit financially from any Wings of Hope activity. Providing services at actual cost is allowed as long as those costs are verifiable and auditable and approval has been obtained in advance.

D. Disclosure--Any possible conflict of interest shall be disclosed by the person or persons concerned.

E. Board Action--When a conflict of interest becomes apparent to any one, they should report the occurrence to the President or a Board Member and no repercussion towards them will be allowed.

F. The Executive Board of Directors is assigned the authority to review and make decisions on the subject of any potential Conflict of Interest, including but not limited to those circumstances where they may wish to allow an employee, board member or paid staff to receive compensation for services rendered.

G. Record of Conflict--The official minutes of the Executive Board shall reflect that the conflict of interest was disclosed and the interested person(s) did not participate in the final discussion or vote and did not vote on the matter.

Date Adopted: __July 27, 2012_________________