

HEART OF MISSOURI UNITED WAY

POLICY AREA: Administration and Finance

POLICY: Conflict of Interest

DATE REVISED BY BOARD: 3-15-06
(Initially approved 12-17-86)

INTRODUCTION:

The purposes of this policy are to protect the integrity of United Way's decision-making process, to enable our constituents, donors and volunteers to have confidence in our integrity and decisions and to protect the integrity and reputation of volunteers, Board members and paid staff. Guidelines and Expectations, number one of this policy, are found in the Bylaws of Heart of Missouri United Way (Article VIII, Section 8). Other expectations derive from past practice of the Heart of Missouri United Way and the membership standards of United Way Worldwide.

The behavior expectation of the Heart of Missouri United Way is that all Board members, volunteers and staff scrupulously avoid any conflict of interest between the interests of United Way on one hand and personal, professional and business interests of the volunteers or staff. This includes avoiding actual conflicts of interests as well as perceptions of conflicts of interest.

GUIDELINES AND EXPECTATIONS:

1. When matters are before the Board of Directors relating to only one (1) of the individual member organizations or agencies or non-member recipient organizations, any member of the Board of Directors who is also an officer or member of the Board of Directors or Trustees of that member/non-member organization or agency shall be considered to have a conflict of interest with respect to the matter before the Board. In the event the matter before the Board concerning the organization or agency requires the vote of the Board of Directors, any member of the Board of Directors having a conflict of interest with respect to that matter, shall not be entitled to vote on that matter.
2. Annually members of the Board of Directors will be asked to disclose in writing any affiliation described in number one above with a member agency or non-member organization being considered for funding.
3. Annually prospective allocation panel volunteers will be asked to disclose in writing any member agencies in which they are a current member of the board, finance/budget and/or fund raising committee. In addition, prospective panel volunteers must disclose any member agencies for which a relative may serve as an employee.
4. The Board of Directors and staff will annually disclose in writing any interests, or perceptions of interests, in United Way decisions/operations in which the Board member/staff, family members, an employer, or close associate could receive a benefit/gain.