



Conflict of Interest Guidelines for MCC Governing Board Pertaining to the Interim Moderator Appointment Process

Approved 28 July 2016

Conflict of Interest

A term used to describe the situation in which a public official or fiduciary who, contrary to the obligation and absolute duty to act for the benefit of the public or a designated individual, exploits the relationship for personal benefit, typically pecuniary.

In certain relationships, individuals or the general public place their trust and confidence in someone to act in their best interests. When an individual has the responsibility to represent another person—whether as administrator, attorney, executor, government official, or trustee—a clash between professional obligations and personal interests arises if the individual tries to perform that duty while at the same time trying to achieve personal gain. The appearance of a conflict of interest is present if there is a potential for the personal interests of an individual to clash with fiduciary duties, such as when a client has his or her attorney commence an action against a company in which the attorney is the majority stockholder.

Incompatibility of professional duties and personal interests has led Congress and many state legislatures to enact statutes defining conduct that constitutes a conflict of interest and specifying the sanctions for violations. A member of a profession who has been involved in a conflict of interest might be subject to disciplinary proceedings before the body that granted permission to practice that profession.

- as taken from *The Legal Dictionary*

The global network of Metropolitan Community Churches and our allies by its nature fosters familiarity. We acknowledge the potential that some members of the Governing Board will have various previous/existing relationships with applicants for the Interim Moderator position. These guidelines are intended to help us navigate our sometimes very complicated webs of relationships.

1. It is agreed that no one currently serving on the Governing Board will apply for or be appointed to the Interim Moderator position.

2. Members of the Governing Board will not participate in the evaluation, interviewing or voting on candidates who are deemed members of immediate family. These relationships include, but are not limited to: partners, spouses, siblings, children, parents, and family of choice. Such a conflict should be declared at the point an application is made.

3. Understanding the complexities of our relationships, and wanting to mitigate any undue bias or influence in our process, members of Governing Board will disclose significant relationships with applicants and address what part of the process the Governing Board member should not participate in (for instance: participate in application evaluation but not interviewing). These relationships include, but are not limited to: close friends, former or current employers and employees, colleagues or members of the same local church, ex-partners or ex-spouses, or anyone with whom a Governing Board member may have had significant past/present history. Such a conflict should be declared at the point an application is made. The full Governing Board will discern where the proper boundaries are on a case-by-case basis.