



Conflict of Interest Policy

Article 1 — Purpose

The purpose of this Conflict of Interest Policy is to protect the interests of El Roi Digital Ministries when it is contemplating entering into a transaction or arrangement that might benefit the private interest of a director, officer, or key member of the organization.

This policy is intended to supplement but not replace any applicable state and federal laws governing conflicts of interest applicable to nonprofit organizations.

Article 2 — Definitions

Interested Person

Any director, officer, or member of a committee with governing board-delegated powers who has a direct or indirect financial interest.

Financial Interest

A person has a financial interest if the person has directly or indirectly, through business, investment, or family:

- an ownership or investment interest in any entity with which the organization has a transaction or arrangement
 - a compensation arrangement with the organization or with any entity involved in a potential transaction
 - a potential ownership or compensation interest in any entity involved in a transaction.
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Article 3 — Procedures

Duty to Disclose

Any director or officer with a potential conflict must disclose the existence of the financial interest.

Determining a Conflict

After disclosure, the board shall determine whether a conflict exists.

Addressing the Conflict

If a conflict exists:



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- the interested person shall leave the meeting during discussion and voting
 - the remaining board members shall determine whether the transaction is fair and in the best interest of the organization.
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Article 4 — Violations of the Policy

If the board has reasonable cause to believe a member has failed to disclose a conflict, the board shall inform the member and allow them to explain the alleged failure to disclose.

If the board determines a violation occurred, appropriate corrective action may be taken.

Article 5 — Annual Statements.

Each director and officer shall annually review this policy and provide acknowledgment electronically through the Board Portal.

Electronic acknowledgment shall satisfy the annual statement requirement, and records shall be maintained as part of the ministry's official records.

Article 6 — Periodic Reviews

The organization shall periodically review its financial arrangements to ensure that they remain consistent with the ministry's charitable and religious purposes.

Electronic Acknowledgment

Each director and officer shall annually review this policy and provide electronic acknowledgment through the Board Portal.

Records of acknowledgment are maintained in the ministry's official records.