

Conflicts of Interest Policy

Version 1.0

Ratified by the State Trustees of Victoria on 26 February 2023.

Definitions

CICV refers to the Christian Israelite Church of Victoria.

Officers refers to judges and judgesses of church bodies within Victoria, and the male and female state trustees of Victoria. It also applies to interstate judges, judgesses, and trustees who may temporarily perform a role within the CICV.

Other leaders refers to those who lead a church program, service, or activity, such as preachers, door keepers, Sunday School teachers, and choir directors.

Members refers to any person who is a registered member of the CICV.

Purpose

The purpose of this policy is to ensure that all decisions and actions taken by the CICV are made in the best interests of the church and its community, and not influenced by personal or financial interests of individuals associated with the church. The policy is also to help maintain the integrity and transparency of the CICV's operations, and to promote trust and confidence among its members.

Scope

This policy applies to all people associated with the CICV, including officers, other leaders, and members.

Policy Statement

The CICV is committed to conducting its activities with the highest standards of integrity, honesty, and transparency. The CICV recognises it has a responsibility to act in ways that serves its mission as outlined by God to John Wroe and supports its congregation, and which avoids any actual or perceived conflicts of interest that could compromise these responsibilities.

Conflicts of Interest Definition

A conflict of interest arises when an individual's personal or financial interests or relationships could potentially influence their decision-making or actions on behalf of the church, and could compromise the CICV's primary responsibilities, integrity, objectivity, or effectiveness.

Disclosure & Management of Conflicts of Interest

All officers, other leaders, and members must disclose any actual or potential conflicts of interest that may arise in the course of their ministry or involvement with the CICV. The CICV will assess the disclosed conflicts of interest and determine whether any actions are necessary to avoid, mitigate, or manage the conflicts. In cases where a conflict of interest cannot be avoided, the individual involved must disqualify themselves from any decisions or actions that could be influenced by the conflict.

Any transactions or decisions involving a conflict of interest must be reviewed and approved by the CICV's officers to ensure that they are fair and transparent and serve the best interests of the CICV.

The church will maintain records of all disclosed conflicts of interest and their management to ensure accountability and transparency, such as in meeting minutes.

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Issues of Non-Compliance

Any concerns or suspicions regarding potential conflicts of interest or violations of this policy should be reported to the local judge and judgess, or the state trustee where the matter relates to a judge or judgess. The CICV will take all reports of non-compliance seriously and investigate them promptly and thoroughly, ensuring that appropriate action is taken.

Failure to comply with this policy may result in reputational harm to the church, legal liability, or other negative consequences. As such, non-compliance may also lead to a review of a member's role within the church.