Circle of the Elders

This Grace Bible Churches

Conflict of Interest Policy

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THIS GRACE BIBLE CHURCHES

PAULINE DISPENSATIONAL ASSEMBLY

CONFLICT-OF-INTEREST POLICY

King James Bible (KJB) - Final Written Authority

Founding Bishop Wesley Scott Ray

Principal Office: Tyler, Texas

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PREAMBLE

This Grace Bible Churches ("TGBC") establishes this Conflict-of-Interest Policy to protect the integrity of ecclesiastical, financial, property, compensation, contractual, and administrative decisions. The purpose of this Policy is not to prohibit every relationship between persons serving TGBC, but to require appropriate disclosure and handling of interests that could materially interfere with faithful judgment on behalf of TGBC.

This Policy is subordinate to the King James Bible and to the Constitution, Bylaws, Governing Document Hierarchy, Financial Stewardship & Internal Controls Policy, and other superior governing documents of TGBC.

ARTICLE I

SCRIPTURAL PRINCIPLES

Persons entrusted with TGBC responsibilities shall seek to act faithfully, honestly, without partiality, and with proper regard for the interests and purposes of the ministry.

> ***1 Corinthians 4:2 KJB***
> *"Moreover it is required in stewards, that a man be found faithful."*
>
> ***Philippians 2:4 KJB***
> *"Look not every man on his own things, but every man also on the things of others."*
>
> ***1 Timothy 5:21 KJB***
> *"I charge thee before God, and the Lord Jesus Christ, and the elect angels, that thou observe these things without preferring one before another, doing nothing by partiality."*

ARTICLE II

PURPOSE

This Policy is intended to:

1. identify substantial personal or financial interests that may affect TGBC decisions;

2. require timely disclosure of actual or potential conflicts;

3. provide a fair procedure for reviewing conflicted transactions or decisions;

4. protect TGBC funds, property, reputation, records, and ecclesiastical integrity;

5. prevent improper private benefit or personal control over organizational assets;

6. permit legitimate transactions when they are fair, reasonable, properly authorized, and consistent with TGBC purposes; and

7. create an appropriate written record of significant conflict-of-interest determinations.

ARTICLE III

PERSONS COVERED

This Policy applies, as appropriate, to:

1. the Founding Bishop in financial and administrative transactions, subject always to the constitutional protections of the Founding Bishop office;

2. any future Overseeing Bishop;

3. Bishops and Deacons;

4. members of the Circle of the Elders;

5. persons authorized to manage or approve TGBC funds or property;

6. employees, contractors, volunteers, or agents with substantial decision-making authority; and

7. other persons whose position gives them material influence over a TGBC transaction or decision.

ARTICLE IV

DEFINITION OF A CONFLICT OF INTEREST

A conflict of interest exists when a person participating in a TGBC decision has a substantial personal, financial, family, business, property, employment, or other interest that could reasonably affect, or appear to materially affect, that person's independent judgment concerning the matter.

The existence of a relationship or interest does not automatically establish wrongdoing. A conflict may often be properly managed through disclosure, independent review, abstention from controlling the decision, documentation, or other safeguards.

ARTICLE V

FINANCIAL INTEREST

A financial interest may include ownership, compensation, commissions, gifts, loans, contracts, employment, investment, profit-sharing, or another material economic benefit connected with a person or entity involved in a TGBC transaction.

A remote, insignificant, or widely shared economic interest need not be treated the same as a direct and substantial personal benefit.

ARTICLE VI

FAMILY AND RELATED-PERSON INTERESTS

A conflict may arise when a TGBC decision materially benefits a spouse, child, parent, sibling, household member, business partner, or another person whose financial interests are closely connected with the decision-maker.

Family relationship alone does not prohibit service, employment, contracting, reimbursement, benevolence, or another legitimate transaction. The material relationship and proposed benefit should be disclosed and appropriately reviewed.

ARTICLE VII

DUTY TO DISCLOSE

A covered person who knows of a material actual or potential conflict shall disclose the nature of the interest to the persons responsible for considering the transaction or decision before participating in its approval whenever reasonably practicable.

Disclosure should contain enough information to permit informed evaluation without requiring unnecessary disclosure of unrelated private matters.

ARTICLE VIII

DETERMINING WHETHER A CONFLICT EXISTS

After disclosure, the authorized decision-makers who are not materially conflicted should determine whether the interest creates a conflict requiring special handling.

The affected person may provide factual information concerning the matter but should not improperly control the determination of whether his own interest is acceptable.

ARTICLE IX

PROCEDURE FOR ADDRESSING A CONFLICT

When a material conflict exists, appropriate safeguards may include:

1. full disclosure of the material interest;

2. temporary withdrawal of the interested person from deliberation or voting on the particular transaction;

3. obtaining comparable prices, bids, compensation information, or other objective information when reasonably useful;

4. review by disinterested authorized persons;

5. documenting why the transaction is fair, reasonable, and in TGBC's interests;

6. modifying the proposed transaction to reduce or eliminate the conflict;

7. declining the transaction when it cannot be appropriately justified or safeguarded; or

8. another reasonable procedure consistent with TGBC governing documents.

ARTICLE X

COMPENSATION DECISIONS

A person should not exercise sole uncontrolled authority to determine his own compensation from TGBC. Compensation for services actually rendered should be reasonable, documented, and authorized consistently with the Financial Stewardship & Internal Controls Policy.

Where reasonably practicable, compensation decisions involving a person with substantial influence should be reviewed by disinterested authorized persons using appropriate information concerning the services, responsibilities, and proposed compensation.

ARTICLE XI

PURCHASES AND CONTRACTS WITH RELATED PERSONS

TGBC may purchase goods or services from a Bishop, Deacon, Elder, member, relative, or related business when the transaction serves a legitimate TGBC purpose and is fair and reasonable to the ministry.

The material relationship should be disclosed. When reasonably practicable, comparable alternatives should be considered, particularly for substantial or recurring transactions.

A related-person transaction is not prohibited merely because a relationship exists; the issue is whether the transaction is properly disclosed, authorized, documented, and consistent with TGBC purposes.

ARTICLE XII

GIFTS, FAVORS, AND PERSONAL BENEFITS

Covered persons shall not solicit or accept substantial personal gifts, payments, favors, or benefits offered for the purpose of improperly influencing a TGBC decision.

Ordinary hospitality, modest gifts, meals, or customary expressions of appreciation do not automatically create a prohibited conflict, but material benefits connected to pending ministry business should be disclosed when they could reasonably affect judgment.

ARTICLE XIII

LOANS AND USE OF TGBC ASSETS

TGBC funds, vehicles, equipment, accounts, credit, property, and other assets shall not be used to provide undisclosed personal benefits to insiders or related persons.

Any loan, advance, extended personal use, or similar arrangement involving TGBC resources must be specifically authorized, documented, consistent with TGBC purposes and governing documents, and permissible under applicable law.

ARTICLE XIV

BENEVOLENCE AND CONFLICTS

Benevolent assistance to a person related to a TGBC decision-maker is not automatically prohibited. The need, ministry purpose, amount, and relationship should be handled with sufficient independent review to demonstrate that the assistance is genuine benevolence rather than disguised private distribution.

ARTICLE XV

LOCAL ASSEMBLIES

Local assemblies handling TGBC funds, property, contracts, or credentials shall apply this Policy to material transactions within their authority. A local assembly shall not use affiliation to authorize a conflicted transaction on behalf of TGBC when it lacks authority to bind TGBC generally.

ARTICLE XVI

CIRCLE OF THE ELDERS

A Circle member with a substantial personal or financial conflict concerning a particular matter should disclose the conflict and, when reasonably appropriate, abstain from controlling or voting on that matter.

Recusal from a particular conflicted transaction does not by itself remove a person from the Circle or another ecclesiastical position.

ARTICLE XVII

FOUNDING BISHOP

Wesley Scott Ray is the one and only Founding Bishop of This Grace Bible Churches and serves in that historical office for the duration of his natural life according to the Constitution.

The conflict-of-interest procedures in this Policy apply to financial and administrative transactions according to their terms, but nothing in this Policy authorizes any person or body to remove, suspend, vote out, replace, appoint a co-Founding Bishop, transfer the title, or abolish the office of Founding Bishop during his natural life.

A recusal or independent review of a particular financial transaction shall not be interpreted as suspension from or transfer of the constitutional office of Founding Bishop.

ARTICLE XVIII

FAILURE TO DISCLOSE

If TGBC has reasonable cause to believe that a covered person failed to disclose a material conflict, the person should be informed of the concern and given a reasonable opportunity to explain the circumstances.

If the failure was knowing and material, TGBC may take corrective or disciplinary action consistent with the Code of Doctrine, Conduct & Ecclesiastical Discipline and other governing documents.

ARTICLE XIX

RECORDS OF CONFLICT-OF-INTEREST DECISIONS

Significant conflict-of-interest determinations should be documented. The record should identify, as appropriate, the nature of the disclosed interest, the persons participating in the decision, any abstention or recusal, information considered, the action taken, and the basis for concluding that the transaction was acceptable or should be declined.

Sensitive personal information not necessary to establish the decision should not be unnecessarily included in broadly accessible records.

ARTICLE XX

PERIODIC DISCLOSURE

TGBC may require persons with substantial financial or governance responsibility to complete an annual or periodic conflict-of-interest disclosure statement identifying material interests relevant to their TGBC responsibilities.

A periodic disclosure does not replace the duty to disclose a new material conflict when it arises during the year.

ARTICLE XXI

CONFIDENTIALITY

Conflict disclosures should be handled with appropriate discretion and shared with persons who have a legitimate need to evaluate, authorize, document, or review the matter.

Confidentiality shall not be used to conceal fraud, theft, abuse, unlawful conduct, falsification of records, or another matter that may properly require disclosure or reporting.

ARTICLE XXII

NO RETALIATION FOR GOOD-FAITH DISCLOSURE

A person shall not be subjected to improper retaliation merely for making a good-faith conflict disclosure or raising a good-faith concern about a potentially conflicted transaction.

Knowingly false accusations or deliberate misuse of this Policy to injure another person may be addressed under TGBC disciplinary procedures.

ARTICLE XXIII

PRIVATE BENEFIT AND ORGANIZATIONAL PURPOSE

TGBC shall be operated for its religious, charitable, and educational purposes rather than for the private benefit of Bishops, Deacons, Elders, founders, members, relatives, or other private persons.

Nothing herein prohibits reasonable compensation for services actually rendered, legitimate reimbursement, bona fide purchases, benevolent assistance, or other payments that serve TGBC purposes and are appropriately authorized.

ARTICLE XXIV

RELATIONSHIP TO OTHER POLICIES

This Policy shall be read together with the Financial Stewardship & Internal Controls Policy, Code of Doctrine, Conduct & Ecclesiastical Discipline, Local Assembly Charter & Affiliation Agreement, and other applicable TGBC governing documents.

Where this Policy conflicts with a superior governing document, the superior governing document shall control.

ARTICLE XXV

AMENDMENT AND DOCUMENT CONTROL

This Policy may be amended according to TGBC governing procedures. Each adopted edition should identify its version and adoption or revision date. Superseded editions shall be retained in the permanent organizational records and clearly marked as superseded.

No amendment to this Policy may replace the King James Bible as TGBC's final written authority, alter foundational doctrine, create another Founding Bishop, transfer the title of Founding Bishop, or amend a superior governing document except through the procedure applicable to that document.

ANNUAL / PERIODIC CONFLICT-OF-INTEREST DISCLOSURE

Name: _____

TGBC Office / Responsibility: _____

Reporting Period / Year: _____

I have reviewed the TGBC Conflict-of-Interest Policy. To the best of my knowledge, the following material interests, relationships, businesses, compensation arrangements, or other circumstances may create an actual or potential conflict with my TGBC responsibilities:

_____

_____

_____

_____

If none, write: NONE.

I agree to disclose any additional material conflict that arises and to comply with the applicable TGBC procedures for review and handling of the matter.

Signature: _____ Date: _____

ADOPTION AND CERTIFICATION

The foregoing Conflict-of-Interest Policy is hereby presented for adoption as an official organizational and ecclesiastical policy of This Grace Bible Churches.

Adopted at: Tyler, Texas

Date: _____

FOUNDING BISHOP

Wesley Scott Ray
Founding Bishop of This Grace Bible Churches

Signature: _____

Date: _____

CIRCLE OF THE ELDERS / AUTHORIZED WITNESS

Printed Name: _____

Signature: _____

Date: _____

CERTIFICATION

We certify that the foregoing Conflict-of-Interest Policy has been duly adopted according to the governing procedures of This Grace Bible Churches and shall be retained among the permanent ecclesiastical and organizational records of TGBC.