Form 1023 Application for Recognition of Exemption

CONFLICT of INTEREST POLICY

Employees and board members have an obligation to conduct business within guidelines that prohibit actual or potential conflicts of interest. This policy establishes the framework within which Christy’s Cause, Inc. wishes the business to operate. The purpose of these guidelines is to provide general direction so that employees and board members can seek further clarification on issues related to the subject of acceptable standards of operation.

An actual or potential conflict of interest occurs when an employee or board member is in a position to influence a decision that may result in a personal gain for that employee, board member, or for a relative as a result of Christy’s Cause, Inc. dealings. For the purpose of this policy a relative is any person who is related by blood or marriage, or whose relationship with the employee or board member is similar to that of persons who are related by blood or marriage.

No “presumption of guilt” is created by the mere existence of a relationship with outside organizations. However, if an employee or board member has any influence on transactions involving purchases, contacts, or leases, it is imperative that he or she disclose to the board of directors of Christy’s Cause, Inc. as soon as possible the existence of any actual or potential conflict of interest so that safe guards can be established to protect all parties.

Personal gain may result not only in cases where an employee, board member, or relative has a significant ownership in an organization with which Christy’s Cause, Inc. deals in business, but also when an employee, board member, or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction involving Christy’s Cause, Inc.

The mailing list materials, products, designs, plans, ideas, and data of Christy’s Cause, Inc. are the property of Christy’s Cause, Inc. and should never be given to an outside organization or individual except through normal channels and with appropriate authorization. Any improper transfer of material or disclosure of information, even though it is not apparent that an employee or board member has personally gained by such an action, constitutes unacceptable conduct. Any employee or board member who participates in such a practice will be subject to disciplinary action, up to and including possible discharge.

I have read the “Conflicts of Interest” policy and my signature below verifies that I am not in violation of this policy.

Christy A. Wolfe
President/Secretary
June 12, 2015

Signature
Title
Date

Angi Jeff West
Vice President
June 12, 2015

Signature
Title
Date

Jenifer Wolff
Treasurer
June 12, 2015

Signature
Title
Date

Required of all Board Members. Adopted by the board by unanimous vote at its first meeting on June 12th, 2015.