



GREEK ORTHODOX ARCHDIOCESE OF AMERICA

CONFLICTS DISCLOSURE POLICY ("Policy") FOR MEMBERS OF THE ARCHDIOCESAN, METROPOLIS AND PARISH COUNCILS

Members of the Archdiocesan Council, the Metropolis (Local) Councils and the Parish Councils, herein referred to collectively as "Council(s)" and "Council Member(s)" of the Greek Orthodox Archdiocese of America ("Archdiocese")¹ are entrusted with sacred responsibilities which affect the whole of the Archdiocese. All such individuals shall honor that trust, with honesty, competence and care in managing the affairs of the Archdiocese and, as Council Members, shall always act in the best interests of the Archdiocese.

The purpose of this Policy is to set forth procedures for properly disclosing and addressing conflicts of interest.

A "Conflict" exists when the financial or other interests of a Council Member (or a member of his/her immediate family) compete or conflict with the interests of the Archdiocese. For example, this includes situations in which an individual's judgment is or may be influenced by considerations of personal gain or benefit to that individual (or his/her immediate family) or when participation in a decision creates the appearance of a conflict of interest, whether or not such a conflict actually exists.

Prior to or at the commencement of a new term of a Council each Council Member shall be given a copy of this Conflicts Disclosure Policy and shall execute the applicable Conflicts Disclosure Statement (as attached hereto as Exhibits A-C).

If, at any time, an Archdiocesan Council or Local Council member discovers that he/she may have a Conflict, he/she shall immediately report it to the President, Vice President and Secretary of the Council. If at any time, a Parish Council Member discovers that he/she may have a Conflict, then he/she shall immediately report it to the Parish Priest, as well as to the President and Secretary of the Parish Council.

The determination of whether a Conflict exists shall be made, in the case of an Archdiocesan Council Member or Local Council Member, by the President, Vice President and Secretary. In the case of a Parish Council Member, the determination shall be made by the Priest, Parish Council President and Parish Council Secretary (the "Committee") and the Committee's determination shall be disclosed to the Parish Council. At any time, the Priest or any member of the Parish Council may request a review by the respective Hierarchy, whose determination shall be final.

If it is determined that a Conflict does exist, the affected Council Member may not vote or otherwise take action on the matter in which he/she has a Conflict. The foregoing shall not preclude the Council Member from making a brief statement on his/her position or answering any questions the Council may ask. In no event shall the affected Council Member be present or participate in any deliberations on the matter or be present when the vote on the matter is taken.

The minutes of the meeting shall reflect when the Conflict was disclosed and the final determination on the matter.

A lay employee of: a) the Archdiocese shall not serve as a member of the Archdiocesan Council; b) the Metropolis shall not serve as a member of the Metropolis Council; or c) a Parish shall not serve as a member of the Parish Council.

¹ "Archdiocese" as used herein includes the Archdiocese, the Direct Archdiocesan District, the Metropolises and the Parishes



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Conflicts Disclosure Policy Statement – Parish Council

For Members of the Parish Council of the Greek Orthodox Church
_____ (“Council”)

I, _____, understand that my role as a Parish Council member is one of sacred honor and trust and, as a Parish Council member, will act, at all times, in the best interests of my Parish and the Archdiocese.

I have received and read a copy of the Conflicts Disclosure Policy of the Archdiocese. I agree to abide by the Policy and affirm that, to the best of my knowledge, I am not engaged in any activity or business, or have any other association that potentially would pose a financial or other conflict with the best interests of my Parish, except as has been disclosed, in writing, to my Priest and to the President and Secretary of the Parish Council.

If I become aware of any conflict that arises after the date of this affirmation, I will immediately disclose that conflict, in writing, to the individuals specified above.

Date: _____, 200__

Signature: _____

Please Print Name: _____