



Conflict of Interest Policy

No member of Christ Reaching Asia Mission Worldwide, Inc. Board of Directors or Staff shall derive any personal profit or gain, directly or indirectly, by reason of his or her participation with Christ Reaching Asia Mission Worldwide, Inc. This shall also include the member's business or other nonprofit affiliations, family and/or significant other, employer, or close associates who may stand to receive a benefit or gain. Each individual shall disclose to the Board Chair any personal interests which he or she may have in any matter pending before the organization and shall refrain from participation in any discussion or decision on such matter.

In addition, any member of Christ Reaching Asia Mission Worldwide, Inc. Board of Directors or Staff shall refrain from obtaining any list of clients or donors for personal or private solicitation purposes at any time during the term of their affiliation.

Any new member of the Board of Directors shall be given this policy at the time of their election onto the Board of Directors.

We understand that the purposes of this policy are to protect the integrity of Christ Reaching Asia Mission Worldwide, Inc. and the organization's decision-making process as well as to enable our constituencies to have confidence in the integrity, intentions and actions of the officers, staff, board members and volunteers. To that end, we understand that this policy is not meant to supplement good judgment and all constituents should respect its spirit as well as its wording.

In witness whereof, the undersigned has hereunto signed as of the date herein shown below.

Moved by: Marc Zboch

Seconded by: Julie Hirschauer

Vote:

Signed:

Corporate Secretary

 Date: 2/05/2018