

Germantown Jewish Centre  
Officers and Board of Directors  
Conflict of Interest Policy  
Adopted by Executive Committee September 5, 2023

Officers and members of the Germantown Jewish Centre Board of Directors have a duty to act responsibly and diligently in managing the business of the congregation. A potential conflict of interest occurs when an Officer's or Board Member's outside interests, or those of close family members, may interfere with the best interests or operation of the congregation. The decisions of the Officers and Board of Directors should not be influenced by conflicting personal, fiduciary or financial interest, or as a result of an Officer's or Board Member's representation of an employee of the congregation with respect to an employment contract.

Therefore:

- An Officer or Member of the Board must promptly disclose any real or potential financial, fiduciary, or personal conflict of interest to the President. The President, in consultation with the other Officers or Board Members, will decide whether or not the disclosed conflict disqualifies the Officer or Member from participation in discussion of and/or voting on the relevant matter.
- The President must disclose any financial, fiduciary, or personal conflict of interest to the Senior Vice President. The Senior Vice President, in consultation with the other Officers or Board Members, will decide whether or not the disclosed conflict disqualifies the President from participation in discussion of and/or voting on the relevant matter.
- An Officer or Member of the Board may not counsel or represent a synagogue employee in a matter involving the employee's employment contract.