

SHIM CONFLICT OF INTEREST POLICY STATEMENT

South Hills Interfaith Ministries (SHIM), a Pennsylvania non-profit corporation, is engaged in public service, and it is important that the service community have confidence in the objectivity and loyalty of members of SHIM's Board of Directors and employees. These persons have a duty to conduct the affairs of SHIM in a manner consistent with such public purpose and not to advance their personal interest. For this reason, it is important that no director or employee derive any financial profit or gain, directly or indirectly, by reason of membership on the Board of Directors or through services provided to the agency, ordinary salary and wages to employees excepted.

If a matter arises as a result of which a member of the Board may derive any financial profit or gain, directly or indirectly, that matter will involve a conflict of interest and the member shall promptly disclose that conflict to the Board. If a similar matter arises in which an employee has a conflict of interest, the employee shall promptly disclose the conflict to the Executive Director who shall discuss the conflict with the Executive Committee of the Board.

If a transaction involves a conflict of interest as defined above, a Board member or employee shall not participate in discussion of the transaction, unless requested to do so, and the Board member shall not vote on the transaction. The Board member's abstention and the reason for the abstention shall be recorded in the minutes.

Each member of the Board of Directors and each employee shall sign a copy of this Policy Statement which shall be kept with the corporate records. Each person signing this Policy Statement is agreeing with the following statements:

I have read and am fully familiar with the Policy Statement regarding conflict of interest adopted by SHIM. I am not presently involved in any transaction, investment or other matter which I would derive any financial profit or gain, directly or indirectly, ordinary salary and wages to employees excepted, as a result of my membership on the Board of Directors or my employment with SHIM. I further agree to disclose any such potential conflict which may occur in the future in accordance which with requirements of the Policy Statement.

Signature

Date