**Defining Conflict of Interest on the Church Leadership Team**

From the PAOC Local Church Constitution (2014), By-Law 2.3.5:

**Conflict of Interest**

**2.3.5.1** [Leadership] members shall not place themselves in a position where there is conflict of interest between their duties as [leadership] members and personal interests. Every [leadership] member who is in any way directly or indirectly interested in, or may become interested in, an existing or proposed contract, transaction, or arrangement with the church or who otherwise has a conflict of interest by virtue of involvement of a family member or the involvement of an employer, partner, business associate, or a corporation that the member is involved with as either a director, shareholder, officer, employee, or agent, then such [leadership] member shall declare a conflict of interest fully at a meeting of the board and withdraw from any discussion or vote.

**2.3.5.2** The pastor, who serves as a member of the [leadership], or any member of the pastoral staff, shall absent himself/herself from a [leadership] meeting when salary and allowance review is being considered.