

Conflict of Interest and Compensation Policy of Sew Powerful

I. Overview

1. Purpose

The purpose of this Conflict of Interest and Compensation Policy (the “policy”) is to protect Sew Powerful’s interests when it is considering taking an action or entering into a transaction that might benefit the private interests of a director, officer employee or volunteer, result in the payment of excessive compensation to a Director, officer, employee, or volunteer; or otherwise violate state and federal laws governing conflicts of interest applicable to nonprofit, charitable organizations.

2. Why is a policy necessary?

As a nonprofit, charitable organization, Sew Powerful is accountable to both government agencies and members of the public for responsible and proper use of its resources. Directors, officers, employees, or volunteers have a duty to act in Sew Powerful’s best interests and may not use their positions for their own financial or personal benefit.

Conflicts of interest must be taken very seriously since they can damage Sew Powerful’s reputation and expose both Sew Powerful and affiliated individuals to legal liability if not handled appropriately. Even the appearance of a conflict of interest should be avoided, as it could undermine public support for Sew Powerful.

3. To whom does the policy apply?

This policy applies to all directors, officers employees, and volunteers.

II. Identifying Conflicts of Interest

1. What is a conflict of interest?

A potential conflict of interest arises when a Director, officer, employee, or volunteer, or that person’s relative or business (a) stands to gain a financial benefit from an action Sew Powerful takes or a transaction into which Sew Powerful enters; or (b) has another interest that impairs, or could be seen to impair, the independence or objectivity of the Director, officer, employee, or volunteer in discharging their duties to Sew Powerful.

2. What are some examples of potential conflicts of interest?

It is impossible to list all the possible circumstances that could present conflicts of interest. Potential conflicts of interest include situations in which a director, officer, employee, or volunteer or that person’s relative or business:

- has an ownership or investment interest in any third party that Sew Powerful deals with or is considering dealing with;

- serves on the board of, participates in the management of, or is otherwise employed by or volunteers with any third party that Sew Powerful deals with or is considering dealing with;
 - receives or may receive compensation or other benefits in connection with a transaction into which Sew Powerful enters;
 - receives or may receive personal gifts or loans from third parties dealing with Sew Powerful;
 - serves on the board of directors of another nonprofit organization that is competing with Sew Powerful for a grant or contract;
 - has a close personal or business relationship with a participant in a transaction being considered by Sew Powerful;
 - would like to pursue a transaction being considered by Sew Powerful for their personal benefit.
3. In situations where you are uncertain, err on the side of caution and disclose the potential conflict as set forth in Section III of this policy.
 4. A potential conflict is not necessarily a conflict of interest. A person has a conflict of interest only if the Finance committee decides, pursuant to Section IV of this policy, that a conflict of interest exists.

III. Disclosing Potential Conflicts of Interest

1. You must disclose to the best of your knowledge all potential conflicts of interest as soon as you become aware of them and always before any actions involving the potential conflict are taken. Submit a signed, written statement disclosing all the material facts to the Finance committee.
2. You must file an annual disclosure statement in the form attached to this policy. If you are a director, you must also file this statement prior to your initial election. Submit the form to the chair of the Finance committee.

IV. Determining Whether a Conflict of Interest Exists¹

1. After there has been disclosure of a potential conflict and after gathering any relevant information from the concerned Director, officer, employee, or volunteer, the Finance committee shall determine whether there is a conflict of interest. The Director, officer, employee, or volunteer shall not be present for deliberation or vote on the matter and must not attempt to influence improperly the determination of whether a conflict of interest exists.

2. In determining whether a conflict of interest exists, the Finance committee shall consider whether the potential conflict of interest would cause a transaction entered into by Sew Powerful to raise questions of bias, inappropriate use of Sew Powerful's assets, or any other impropriety.
3. A conflict always exists in the case of a related party transaction – a transaction, agreement or other arrangement in which a related party has a financial interest and in which Sew Powerful or any affiliate of Sew Powerful is a participant.
4. If the Finance committee determines that there is a conflict of interest, it shall refer the matter to the board of directors ("board").

V. Procedures for Addressing a Conflict of Interest

1. When a matter involving a conflict of interest comes before the board, the board may seek information from the Director, officer, employee, or volunteer with the conflict prior to beginning deliberation and reaching a decision on the matter. However, a conflicted person shall not be present during the discussion or vote on the matter and must not attempt to influence improperly the deliberation or vote.
2. Additional Procedures for Addressing Related Party Transactions
 - a. Sew Powerful may not enter into a related party transaction unless, after good faith disclosure of the material facts by the Director, officer, employee, or volunteer, the board or a committee authorized by the board determines that the transaction is fair, reasonable and in Sew Powerful's best interest at the time of such determination.
 - b. If the related party has a substantial financial interest, the board or authorized committee shall:
 - i. prior to entering into the transaction, consider alternative transactions to the extent available;
 - ii. approve the transaction by a vote of not less than a majority of the directors present at the meeting; and
 - iii. contemporaneously document in writing the basis for its approval, including its consideration of any alternative transactions.

VI. Minutes and Documentation

The minutes of any board meeting at which a matter involving a conflict of interest or potential conflict of interest was discussed or voted upon shall include:

- a. the name of the interested party and the nature of the interest;
- b. the decision as to whether the interest presented a conflict of interest;
- c. any alternatives to a proposed contract or transaction considered by the board; and
- d. if the transaction was approved, the basis for the approval.

VII. Prohibited Acts

Sew Powerful shall not make a loan to any director or officer.

VIII. Procedures for Determining Compensation

Sew Powerful is an all-volunteer organization. All Board members and Senior Team members agree to donate their time and knowledge to helping Sew Powerful support the mission.

Future employees will only be added with approval from the Board. Salaries will be set using publicly available salary data for comparable positions.

Adopted by the Board of Directors on [Date]

Signature: _____

Sew Powerful
Conflict of Interest Disclosure Statement

By signing below, I affirm that:

1. I have received and read a copy of the Conflict of Interest and Compensation Policy;
2. I agree to comply with the policy;
3. I have no actual or potential conflicts as defined by the policy or if I have, I have previously disclosed them as required by the policy or am disclosing them below.

Disclose here, to the best of your knowledge:

1. any entity in which you participate (as a director, officer, employee, owner, or member) with which Sew Powerful has a relationship;
2. any transaction in which Sew Powerful is a participant as to which you might have a conflicting interest; and
3. any other situation which may pose a conflict of interest.

Name:

Position:

Signature:

Date: