

Oak Creek Youth Football, Inc.
Conflict of Interest Policy

SECTION I: REASON FOR STATEMENT

The Oak Creek Youth Football, Inc. (hereinafter "OCYF"), is a nonprofit, tax-exempt organization, which depends on the charitable contributions from the public. Maintenance of its tax-exempt status is important both for its continued financial stability and for the receipt of contributions and public support. Therefore, the IRS as well as state corporate and tax officials, view the operations of OCYF as a public trust, which is subject to scrutiny by and accountability to such governmental authorities as well as to members of the public.

Consequently, there exists between OCYF and its Board, officers, and volunteer a fiduciary duty that carries with it a broad and unbending duty to loyalty and fidelity. The Board, officers, and volunteers have the responsibility of administering the affairs of OCYF honestly and prudently, and of exercising their best care, skills, and judgment for the sole benefit of OCYF. Those persons shall exercise the utmost good faith in all transactions involved in their duties, and they shall not use their positions with OCYF, or knowledge gained there, for their personal benefit. The interests of the organization must have the first priority in all decisions and actions.

SECTION II: PERSONS CONCERNED

This statement is directed not only to Directors and officers, but to all volunteers and employees who can influence the actions of OCYF. For example, this would include all who make purchasing decisions, all other persons who might be described as "management personnel," and all who have proprietary information concerning OCYF.

SECTION III: AREAS WHERE CONFLICT MAY ARISE

Conflicts of interest may arise in the relations of Directors, officers, and management employees with any of the following third parties:

1. Persons and firms supplying goods and services to OCYF.
2. Persons and firms from whom OCYF leases property and equipment.
3. Persons and firms with whom OCYF is dealing or planning to deal in connection with the gift, purchase or sale of real estate, securities, or other property.
4. Competing or affinity organizations.
5. Donors and other supporting OCYF.
6. Agencies, organizations, and associations that affect the operations of OCYF.
7. Family members, friends, and other employees.

SECTION IV: NATURE OF CONFLICTING INTEREST

A material conflicting interest may be defined as an interest, direct or indirect, with any persons and firms mentioned in Section 3. Such an interest might arise through

1. Owning stock or holding debt or other proprietary interests in any third party dealing with OCYF.
2. Holding office, serving on the Board, participating in management, or being otherwise employed (or formerly employed) in any third party dealing with OCYF.
3. Receiving remuneration for services with respect to individual transactions involving OCYF.

4. Using OCYF's time, personnel, equipment, supplies, or goodwill for other than OCYF approved activities, programs, and purposes.
5. Receiving personal gifts or loans from third parties dealing with OCYF. Receipt of any gift is disapproved except gifts of nominal value which could not be refused without discourtesy. No personal gift of money should ever be accepted.

SECTION V: INTERPRETATION OF THIS STATEMENT OF POLICY

The areas of conflicting interest listed in Section 3, and the relations in those areas which may give rise to conflict, as listed in Section 4, are not exhaustive. Conceivably, conflicts may arise in other areas or through other relations. It is assumed that the trustees, officers, and management employees with recognize such areas and relation by analogy.

The fact that one of the interests described in Section 4 exists does not mean necessarily that a conflict exists, or that the conflict, if exists, is material enough to be of practical importance, or if material, that upon full disclosure of all relevant facts and circumstances that it is necessarily adverse to the interests of OCYF.

However, it is the policy of the Board that the existence of any of the interests described in Section 4 shall be disclosed before any transaction is consummated. It shall be the continuing responsibility of Board, officers, and management employees to scrutinize their transactions and outside business interests and relationships for potential conflicts and immediately make such disclosures.

SECTION VI: DISCLOSURE POLICY AND PROCEDURE

Disclosure should be made according to OCYF's standards. Transactions with related parties may be undertaken only if all of the following are observed:

1. A material transaction is fully disclosed in the audited financial statements of the organization;
2. The related party is excluded from the discussion and approval of such transaction;
3. A competitive bid or comparable valuation exists; and
4. The organization's Board has acted upon and demonstrated that the transaction is in the best interest of the organization.

Disclosure in the organization should be made to the chief executive (or if she or he is one with the conflict, then to the Board chair), who shall determine whether a conflict exists and is material, and if the matters are material, bring them to the attention of the Board chair.

Disclosure involving Directors should be made to the Board chair, who shall bring these matters, if material to the Board.

The Board shall determine whether a conflict exists and is material, and in the presence of an existing material conflict, whether the contemplated transaction may be authorized as just, fair, and reasonable to OCYF. The decision of the Board on these matters will rest in their sole discretion, and their concern must be the welfare of OCYF and the advancement of its purpose.

Approved by the Board of Directors this 11th day of March, 2012.

I have read and understand the OCYF Conflict of Interest Policy.

Signature of Board member: _____

Printed Name of Board member: _____

Date: _____