National Catholic Committee on Scouting

Conflict of Interest Policy

1. Purpose

The purpose of this policy is to protect the integrity, credibility, and mission of the National Catholic Committee on Scouting (NCCS) by ensuring that decisions are made in the best interest of the organization and the Catholic Scouting community, free from undue influence or personal gain.

2. Scope

This policy applies to all NCCS members, officers, committee chairs, staff, and volunteers who are in a position to influence decisions, programs, or financial transactions.

3. Definition of Conflict of Interest

A conflict of interest exists when a Covered Individual's personal, professional, or financial interests—or those of a family member or business associate—could interfere with their duty to act solely in the best interest of NCCS.

Examples include, but are not limited to:

- Financial benefit from NCCS contracts, grants, or services.
- Serving in a leadership role with another organization whose interests may conflict with NCCS.
- Using NCCS resources for personal or non-mission-related purposes.

4. Disclosure Requirements

- All Executive Committee Members must annually complete a Conflict of Interest Disclosure Form, within 10 days of identifying a Conflict of Interest, or at the time of appointment to the Executive Committee. See annual disclosure form for Conflict examples.
- If the person Reporting the Conflict, is other than the person acknowledging the conflict, they will be covered by the Whistle Blower Policy.

- Any potential conflict must be disclosed promptly to the NCCS Chair or Executive Committee before participating in related discussions or decisions.

5. Recusal and Decision-Making

- A person with a disclosed conflict shall abstain from voting or influencing related decisions.

- The National Chair and National Chaplain will determine whether a conflict exists and the appropriate course of action.

6. Recordkeeping

All disclosures and actions taken will be documented in the official minutes of the relevant meeting.

7. Compliance

Failure to disclose a conflict or comply with this policy may result in removal from position or committee.

8. Faith and Integrity Commitment

In keeping with Catholic values, all members are called to act with honesty, humility, and stewardship, ensuring that NCCS remains a trusted servant of the Church and the Scouting movement.