



ST. THERESA CATHOLIC CHURCH  
MEMORIAL PARK

## **ST. THERESA FINANCE COUNCIL**

### **CODE OF ETHICS**

The St. Theresa Finance Council **Code of Ethics** delineates the expectations inherent in the purpose of the council. Members, by accepting the position to serve on the finance council, agree to ascribe to adhere to this code. Periodic review of the code reminds members that they are working together for the common goal: to promote the mission and purpose of St. Theresa Catholic Community. The Code of Ethics addresses the following: *conflict of interest, confidentiality, objectivity, justice, fairness, and maintenance of unity.*

#### **Conflict of Interest:**

Finance Council members shall avoid situations that present actual, perceived or potential conflict between their interest and the interest of the parish.

#### *Financial Interest*

A person has a "financial interest" if the person has, directly or indirectly, through business, investment, or family (including spouses; brothers or sisters; spouses of brothers or sisters; ancestors; children, grandchildren, and great grandchildren; and spouses of children, grandchildren, and great grandchildren), in any one of the following:

- a. An ownership or investment interest in any entity with which the parish has a transaction or arrangement
- b. A compensation arrangement with the parish or with any entity or individual with whom the parish has a transaction or arrangement
- c. A potential ownership or investment interest with, or compensation arrangement with, any entity or individual with whom the parish is negotiating a transaction or arrangement

Compensation includes direct and indirect remuneration as well as gifts or favors that are substantial in nature.

### *Duty to Disclose*

In connection with any actual or possible conflict of interest, an interested person must disclose the existence and nature of his or her financial interest and all material facts to the council and pastor.

### **Confidentiality:**

Discussions during council meetings of matters involving parish membership, parishioner giving and contributions and other matters requiring adherence to parishioner confidentiality should not identify any parishioner or parishioner's family.

Discussions of parish financial matters shall be treated as confidential and such information shall not be disseminated to non-council members unless with the consensus of the council and approved by the pastor.

A violation of these confidentiality requirements may result in removal of the member.

### **Objectivity:**

Since total objectivity is impossible for anyone to achieve, members are asked to identify and manage their own personal biases. It is important that members see situations from multiple points of view rather than solely from their own perceptions, assumptions and feelings.

### **Justice and Fairness:**

Recommendations made by the finance council to the pastor should be the result of honest and open discussion by all members. Consideration of the good of the total parish community should be integral to the decision-making process. Every member shall uphold the decisions of the pastor. When decisions will affect various constituencies, those constituencies should be informed at the same time through an agreed upon vehicle of communication.

### **Maintenance of Unity in the Wider Community:**

In achieving its objectives within the faith community of the parish, the finance council is to do all it can to avoid creating factions, sides or other divisive groupings in the parish. Members should function within the framework of the total leadership of the parish and strive to cooperate with other leadership groups in the local faith community.

### **Maintenance of Unity within the Council Itself:**

It is recognized that in any organization there can be conflict and disagreement; a diversity of thought and opinion is important for the good of the council and parish. In the spirit of unity, members are encouraged to voice disagreement with civility and to listen in a kind and respectful fashion. Every

council member has a right to be heard without fear of criticism. In some instances 'consensus' decisions might need to be made. The outcome might not have full support of each and every member but the all members will agree to disagree in an affirming, supportive fashion. Grudges and ill feeling should have no place in or out of the meetings.

Adopted this the 23<sup>rd</sup> day of April 2009

<u>Printed Name</u>	<u>Signature</u>	<u>Date</u>
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