



South-Central Synod of Wisconsin
Evangelical Lutheran Church in America
God's work. Our hands.

Code of Ethics Policy
of the South-Central Synod of Wisconsin ELCA

This Code of Ethics addresses conflicts of interest and business ethics but does not include the other ethical values and policies of the South-Central Synod of Wisconsin of the Evangelical Lutheran Church in America.

This document refers to Synod officers, Synod Council members, Synod committee members, or Synod employees (all referred to below as "Synod Representative") of the South-Central Synod of Wisconsin.

Each Synod Representative:

- Shall exercise good faith and best efforts in the performance of his or her duties.
- Shall be held to a standard of loyalty and honesty and fair dealing.
- Shall not use his or her position or knowledge to create a conflict or the appearance of a conflict between the interests of the Synod and other entities.
- Shall not accept any material compensation¹, gift, or other favor that could influence or appear to influence such person's actions affecting the Synod.
- Shall promptly disclose to the bishop, an officer of the Synod, or a committee chair any gift, employment, activity, investment, or other interest that might compete or conflict, or appear to compete or conflict, with the interests of the Synod. At the discretion of the bishop, an officer, or committee chair, the matter may be referred to the Synod Council or Executive Committee.
- Shall not vote, or be counted in determining the quorum for any vote, on any transaction between the Synod and any other corporation, firm, association, or other entity in which such Synod Representative has a direct or indirect substantial financial interest². Any such duality of interest should be disclosed to all involved parties.
- Shall disclose all breaches of this policy. There will be no retaliation for good faith complaints, reports, or participation in an investigation.

Annual Notification:

The month after the Synod Assembly the secretary, or other person designated by the Synod Council, shall send an electronic copy of this policy to Synod officers, Synod Council members, Synod committee members, and Synod employees. All new Synod Representatives shall receive an electronic copy of the policy. This policy will also be posted on the Synod website.

Violation:

Violation of the policy may result in termination from the Synod Representative's position, as appropriate.

¹Occasional *de minimis* gifts of \$75.00 or less in value, such as flowers or foodstuffs, are exempt from this rule. Gifts that primarily benefit the Synod and not an individual, such as gifts of hospitality that may be given to the Synod by hotels in relation to official Synod business, are exempt from this rule. Persons also may participate in reasonable, normal relationship-building activities, such as meals or entertainment events. Persons may also personally benefit from loyalty rewards earned while conducting Synod business, such as hotel or airline reward programs.

²A Synod Representative is deemed to have a direct or indirect substantial financial interest in any corporation, firm, association, or other entity in which such person, or such person's parents, spouse, or all descendants of either of such person's parents or such person's spouse have an aggregate, beneficial, equity interest of one percent or more. If any question exists as to the substantiality or significance of a financial interest or conflict should seek advice from the Synod Council Executive Committee.

Adopted by Synod Council the 25th day of April 2018.

Synod Representative Acknowledgement

Signature

Name

Date

Synod Representative Position/Committee