

The Central Florida Foundation (the Foundation) believes that effective nonprofit governance depends on deliberate, thoughtful and completely objective decision making by the Board of Directors, committee/task force members, staff and grant-reviewing volunteers – whether decisions involve matters of organizational policy, issuance of grants, approval of a major transaction, or wise investment of the Foundation's funds. The Foundation also recognizes that the ability to make good decisions for the organization is affected by each individual's personal or professional interests.

Directors and committee/task force members of the Central Florida Foundation have an absolute duty of complete, undivided loyalty to the Foundation. This duty requires that directors and committee/task force members disclose conflicts of interest and provide undivided allegiance to the Foundation's mission. The Foundation applies the same standard to its staff and other grant-reviewing volunteers. A conflict may exist, for example, when a director, committee/task force member, staff or grant-reviewing volunteer of the Foundation participates in the deliberation and resolution of an issue important to the Foundation while the individual (or a family member), at the same time, has other professional, business or volunteer responsibilities outside of the Foundation that could bias the individual one way or another.

The Central Florida Foundation is dependent upon directors, committee/task force members and others who serve as volunteers, and its staff. Accordingly, the Foundation values, supports and encourages its directors, committee/task force members, staff and grant-reviewing volunteers to assume active roles in their communities. This means that from time to time potential conflicts of interest or the appearance of such conflicts may arise. Circumstances that may result in an apparent or actual conflict of interest include, but are not limited to:

- Granting funds to a nonprofit organization on which a director, committee/task force member, staff or other grant-reviewing volunteer or their families are serving as staff members, board members or volunteers.
- Participating on fund raising committees or in fund raising efforts for an organization seeking a grant from the Foundation.
- Hiring investment managers, consultants and vendors.
- Investing the Foundation's funds.
- Employing a director, committee/task force member, or grant-reviewing volunteer or relative of a director, committee/task force member, staff or grant-reviewing volunteer temporarily to staff or act as a consultant for a project.
- Accepting meals, tickets or other presents of any kind from current or prospective grantees.
- Engaging in business dealings with vendors or others with business ties to the Foundation.

It is the Foundation's policy to deal with such conflicts in an open manner (1) through an annual disclosure statement of memberships and affiliations for directors, committee/task force members, staff and other grant-reviewing volunteers and (2) through clear identification of actual or apparent conflicts of interest as they arise. In addition to the annual disclosure statement, directors, committee/task force members, staff and other grant-reviewing volunteers are expected to notify the Foundation in writing during the year of any change of circumstances that could result in or give the appearance of a conflict of interest such as serving on the board of a charitable organization that has requested or received or may be expected to request a grant from the Foundation.

In the case of such conflict or the appearance thereof, directors, committee/task force members, staff members and grant-reviewing volunteers are expected to disclose the conflict prior to the Foundation taking any action or making any related decisions. If a conflict of interest is present, the director, committee/task force members, staff or grant-reviewing volunteer involved must identify the conflict and may, at the request of the board or committee, remain in the room to answer questions of a factual nature that may assist the board or board committee in its deliberations. Directors, committee/task force members, staff or grant-reviewing volunteers having a conflict of interest on a given issue shall not vote on that issue, however. Directors, committee/task force members, staff or grant-reviewing volunteers will endeavor to avoid accepting any free meals, tickets to sporting, cultural or other events or presents of any kind from current or prospective grantees.

The following relationships, interests or situations, involving me or members of my immediate family, might result in or be considered a conflict of interest in connection with my activities as a Director, Committee/Task Force member, Staff or Grant-Reviewing Volunteer of the Central Florida Foundation.

1. I am presently an Officer, Director, Trustee, Governor, Volunteer or Staff member of the following charitable and/or nonprofit organizations, or other organizations with business ties to the Foundation:

Name of Organization	Affiliation

2. I am presently an Officer, Director or have significant ownership interest in the following firms that render investment advice or have business ties to the Foundation:

Name of Organization	Affiliation

3. Affiliations of immediate family members with charitable and/or nonprofit organizations, and with investment advisors, or other organizations with business ties to the Foundation:

Family Member	Name of Organization	Affiliation

4. Comments regarding financial interest or financial involvement with any of the above (or other) nonprofit (or prospective grantee. If none, state "NONE.":

SIGNATURE

I agree that if any additional relationships, interests or situations should arise in the future which might result in or be considered a conflict of interest on my part, I will promptly so advise the President/CEO of the Central Florida Foundation.

This form will be reviewed at each meeting, and any changes or additions will be noted by my initials and the date below:

Printed Name

_____/_____/_____ _____/_____/_____
Initials Date Initials Date

Signature

_____/_____/_____ _____/_____/_____
Initials Date Initials Date

_____/_____/_____
Date of Original Signature

_____/_____/_____ _____/_____/_____
Initials Date Initials Date