

Worship Arts Inc. Conflict of Interest Policy

Article I: Purpose

The purpose of this policy is to protect the interests of **Worship Arts Inc.** (the "Organization") when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director. This policy is intended to supplement but not replace any applicable state and federal laws governing conflicts of interest.

Article II: Definitions

1. **Interested Person:** Any director, officer, or member of a committee with board-delegated powers who has a direct or indirect financial interest.
2. **Financial Interest:** A person has a financial interest if they have a compensation arrangement with the Organization or a potential ownership/investment interest in any entity with which the Organization is negotiating a transaction.

Article III: Procedures

1. **Duty to Disclose:** In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and all material facts to the Board.
2. **Determining Whether a Conflict Exists:** After disclosure and discussion, the interested person shall leave the Board meeting while the determination of a conflict of interest is discussed and voted upon.
3. **Addressing the Conflict:** The Board shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable.

Article IV: Compensation & Creative Roles

1. **Reasonable Pay:** A voting member of the Board who receives compensation from the Organization for services (e.g., as a music or art instructor) is precluded from voting on matters pertaining to their own compensation.
2. **Creative Intellectual Property (IP):**
 - **Pre-existing Works:** All music, geometric art, and educational methods created by the Creative Director prior to the formation of the Organization remain the sole property of the artist. The artist grants the Organization a non-exclusive license to use these works for its exempt purposes.
 - **Independent Creation:** Works created by the Creative Director outside of designated Organization hours and without significant use of Organization resources shall remain the property of the artist.
 - **Commissioned Works:** Works specifically commissioned and paid for by the Organization as "Work for Hire" shall be owned by the Organization.

Article V: Annual Statements

Each director and officer shall annually sign a statement affirming they have received, read, and understood this policy and agree to comply with it.

Why this is the "Golden Ticket" for your website:

- **The "Jay" Protection:** Article IV, Section 2 is your legal firewall. It tells the world: *"Jay is sharing his gift with the nonprofit, but the nonprofit doesn't own his soul or his past catalog."*
- **Transparency:** Listing this under your **Transparency** tab proves to donors that you have a "disinterested" Board that oversees your pay.
- **Simplicity:** It uses "Worship Arts" and "Creative Director" titles specifically, making it feel custom-built for your vision.