

**LUTHERAN BIBLE CAMP, INC. — BOARD OF DIRECTORS**  
**CONFLICT OF INTEREST POLICY**

*Disclosure of Potential Conflicts of Interest and/or Duality*

The Board of Directors and staff of the Lutheran Bible Camp, Inc. d/b/a Christikon (“Christikon”) shall maintain high standards of conduct and ethics. A conflict of interest, or an appearance of a conflict, can arise whenever a transaction, or an action of Christikon conflicts with personal interests, financial or otherwise, of that of a board member, or an immediate family member of a board member, or that of the board member’s employer (collectively “your personal interests”).

The following general principles have been established:

1. Any duality of interest or possible conflict of interest on the part of any board member should be disclosed to the other board members and made a matter of record, either through an annual procedure or when the interest becomes a matter of board action.
2. Any board member having a duality of interest or possible conflict of interest on any matter should not vote or use his/her personal influence on the matter, and he/she should not be counted in determining the quorum for voting on the matter, even when permitted by law. The quorum for action on duality or conflict of interest matters shall be a majority of the members present at the meeting. The minutes of the meeting should reflect that a disclosure was made, the abstention from voting and the quorum situation.
3. The foregoing requirements should not be construed as preventing the board member from briefly stating his/her position on the matter, nor from answering pertinent questions posed by other members since his/her knowledge may be of great assistance.
4. This policy will be reviewed annually for the information and guidance of the board, and any new member of the board will be advised of the policy upon entering on the duties of his/her office. The president and the secretary are authorized and directed to see that this policy is carried out effectively.
5. All Board members will be expected annually to sign the following statement:

**Conflict of Interest Disclosure Statement**

During the board year beginning in January, 2011, neither I nor, to the best of my knowledge, any member of my family have any interest or will take any action which would contravene the policy, except such interest or action which is fully disclosed below:

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I have read and am familiar with Christikon’s policy concerning conflict of interest.

SIGNATURE: \_\_\_\_\_  
Name

\_\_\_\_\_ Date