



## Board of Trustees: Conflict of Interest Policy

### I. Purpose

The purpose of this policy is to protect the interests of Tabby's Place by: (a) preventing the personal interest of the Board of Trustees from interfering with their duties to the organization and (b) avoiding any unethical financial, professional, or political gain on the part of the Board Trustees. The intent of this policy is to supplement, not replace, any applicable federal, state, or local laws regarding conflicts of interest

### II. Persons Concerned

This statement applies to all members of the Tabby's Place Board of Trustees. This policy will be signed by each board member when they join the board and annually.

### III. Procedures

1. No member of the Board of Trustees shall participate in any discussion or vote on any matter in which they or a member of their immediate family or their friend has potential conflict of interest due to having economic involvement regarding the matter being discussed.
2. When such a situation presents itself, the Trustee must announce his or her potential conflict, disqualify himself or herself, and be excused from the meeting until discussion is over on the matter involved.
3. The President of the Board of Trustees is expected to make an inquiry if such conflict appears to exist, and the Trustee has not made it known.

**Acknowledge and Acceptance**

On November 16, 2025, I, a Tabby's Place Board of Trustees member, acknowledged that I have reviewed and agreed to abide by this Conflict of Interest Policy as established and approved by Tabby's Place Governance Committee.

Susan Miller 	Beth Brooke 
Dan Dilts 	Henry King 
Sheila Smith 	Allison Hunt 
Patricia Schaeffer 	Jonathan Rosenberg 
Sarah Freid 	