

THE OLD APOSTOLIC CHURCH

(PECUNIARY INTEREST AND REMUNERATION)

This document contains an extract from the Constitution of THE CHURCH on pecuniary interest and remuneration related matters.

PECUNIARY INTEREST AND REMUNERATION

No officer, member or employee of THE CHURCH shall receive any pecuniary profit or gain from THE CHURCH, or any commission, grant, rebate or other kind of personal benefit from any bank, insurer, contractor, supplier or any other institution relating to the business of THE CHURCH, save for:

- the remuneration, emoluments and fringe benefits payable by THE CHURCH to its employees as approved by the responsible Apostolate and/or the Provincial/District/Regional Finance or appointed Personnel Committee;
- the reimbursement for approved expenses properly incurred by an officer, member or employee concerning the affairs of THE CHURCH, in accordance with the policy, regulations and rules of the Apostolate and the further directives of the Provincial/District/Regional Finance Committee; and
- the usual professional, business or trade charges and other payments for services rendered in terms of a legitimate contract with THE CHURCH as approved of by the Provincial/District/Regional Finance Committee.

An officer, member or employee shall not be present at, take part in or vote on any matter before the Conference of Apostles, the Apostolate, the Provincial/District/Regional Finance Committee or any other appointed committee of THE CHURCH, in which he, his spouse or his child has any direct or indirect pecuniary interest, provided that this clause shall not be so construed as to prohibit such a person from being present at, taking part in and voting on any matter before the said bodies where the pecuniary interest of such person, his spouse or child --

- is common to that of the other members of THE CHURCH; and
- has been disclosed by such member beforehand and the Conference of Apostles, Apostolate or Provincial/District/Regional Finance Committee, as the case may be, has resolved that the interest is so small or remote that a conflict of interests is improbable, provided that the person concerned shall not be present during discussion of and voting on the proposal so to resolve.

In the case of the Church in the Netherlands, no individual is remunerated for his or her spiritual or temporal service to the Church; however, officers are reimbursed for travel and communication expenses incurred on the basis of pre-approved formulas. This arrangement is not anticipated to change in the foreseeable future.