






# Conflict\_of\_Interest\_Policy

 Policy Type	Human Resources
 Status	Signed
 Approval Date	@August 9, 2025

This document outlines the annual conflict of interest disclosure requirements for Healing Roots Outreach Collective (HROC) board members, covering the period from August 9, 2025 to August 8, 2026.



## Policy Overview

Conflict of Interest Annual Disclosure Forms






**Adoption Date of Policy:** August 9, 2025

**Disclosure Period:** August 9, 2025 – August 8, 2026



## Disclosure Process

### ▼ Standard Disclosure Requirements

-  Receipt of HROC Conflict of Interest Policy
-  Understanding of the policy
-  Agreement to comply with the policy
-  Acknowledgment of HROC's charitable organization status
-  Disclosure of any financial interests

All board members must understand that HROC is a charitable organization and must engage primarily in activities that accomplish its exempt purposes.

## Board Member Disclosures

Board Member	Role	Financial Interest	Date Signed
Jonathan Mallinger	Chair & Secretary	No	08/09/2025
Lilly Fedas	Treasurer	No	08/09/2025
Brianna Bear	Director	No	08/09/2025

## Individual Attestations

### ▼ Jonathan Mallinger - Chair & Secretary

1. I have received a copy of the HROC Conflict of Interest Policy.
2. I have read and understand the policy.
3. I agree to comply with the policy.
4. I understand HROC is a charitable organization and must engage primarily in activities that accomplish its exempt purposes.
5. Disclosures:
  - Do you have a financial interest as defined in the policy? **No**
  - If yes, please describe: **N/A**

**Signature:** Jonathan Mallinger

*Jonathan Mallinger*

**Date:** 08/09/2025

▼ Lilly Fedas - Treasurer

1. I have received a copy of the HROC Conflict of Interest Policy.
2. I have read and understand the policy.
3. I agree to comply with the policy.
4. I understand HROC is a charitable organization and must engage primarily in activities that accomplish its exempt purposes.
5. Disclosures:
  - Do you have a financial interest as defined in the policy? **No**
  - If yes, please describe: **N/A**

**Signature:** Lilly Fedas

A handwritten signature in black ink that reads "Lilly Fedas". The script is cursive and fluid, with the first letters of each name being capitalized and prominent.

**Date:** 08/09/2025

▼ Brianna Bear - Director

1. I have received a copy of the HROC Conflict of Interest Policy.
2. I have read and understand the policy.
3. I agree to comply with the policy.
4. I understand HROC is a charitable organization and must engage primarily in activities that accomplish its exempt purposes.
5. Disclosures:
  - Do you have a financial interest as defined in the policy? **No**
  - If yes, please describe: **N/A**

**Signature:** Brianna Bear

A handwritten signature in black ink, appearing to read "Bunno Ben", is centered on a light blue rectangular background.

**Date:** 08/09/2025

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Healing Roots Outreach Collective (HROC)

UBI #: 605 944 010

Mission: Empowering communities through sustainable development and holistic support services

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