



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



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 signature is written in a cursive, flowing script.

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

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Date: 08/09/2025

Healing Roots Outreach Collective (HROC)

UBI #: 605 944 010

Mission: Empowering communities through sustainable development and holistic support services

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