

Adventure Acres Conflict of Interest Policy

Adopted: December 8, 2025

Purpose: To protect the integrity of Adventure Acres, ensure transparency, and guide decisions where personal, financial, or organizational interests could conflict with the nonprofit's mission.

1. Policy Statement

Adventure Acres is committed to conducting its affairs with integrity, transparency, and accountability. All directors, officers, employees, and key volunteers (“Covered Persons”) must avoid conflicts of interest between personal interests and the interests of Adventure Acres. This includes situations where financial transactions, donations, or affiliations with other entities—such as the Glampground—could influence decisions or create the appearance of a conflict.

2. Definitions

- **Conflict of Interest:** Any situation in which a Covered Person's personal, financial, or other interests could interfere with their duty to act in the best interests of Adventure Acres.
 - **Interested Person:** Any Covered Person who has a direct or indirect financial or personal interest in a transaction or arrangement involving Adventure Acres.
 - **Related Entity:** Any for-profit or nonprofit organization, including the Glampground, in which a Covered Person holds a position, ownership, or financial interest.
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3. Disclosure of Conflicts

1. Covered Persons must disclose any actual, potential, or perceived conflict of interest to the Board of Directors as soon as it arises.
 2. Disclosure should be written and include sufficient detail for the Board to evaluate the situation.
 3. Annual disclosure forms shall be collected from all Covered Persons.
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4. Procedures for Addressing Conflicts

1. **Board Review:** The Board will review any disclosed conflict and determine whether a conflict exists.
 2. **Recusal:** Any Covered Person with a conflict must recuse themselves from Board discussion and voting on the matter.
 3. **Documentation:** The minutes of the Board meeting must reflect:
 - The existence of the conflict
 - The decision-making process
 - The final resolution
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5. Transactions with Related Entities (e.g., Glampground)

Adventure Acres may receive donations of land, money, or other assets from related entities such as the Glampground. To avoid conflicts of interest:

1. **Approval:** Any donation or financial transaction must be reviewed and approved by a quorum of the Board of Directors, excluding any interested persons.
 2. **Fairness and Transparency:** Transactions must be made at fair market value or at arm's length. The terms must be documented in writing.
 3. **Disclosure:** Donations from related entities must be disclosed in financial statements and annual reports.
 4. **Purpose:** Donations from for-profit revenue, such as the Glampground, must support Adventure Acres' charitable mission and not provide undue benefit to individual Board members, Covered Persons, or affiliated entities.
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6. Enforcement

1. Violations of this policy may result in removal from a Board position, termination of employment, or other corrective action as deemed appropriate by the Board.
 2. The Board will maintain records of all disclosures, recusals, and resolutions related to conflicts of interest.
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7. Annual Review

The Board will review this policy annually and make revisions as needed to ensure compliance with legal requirements and best practices.

Acknowledgment:

I have received, read, and understood the Adventure Acres Conflict of Interest Policy, and I agree to comply with its terms.

Name: Justin Lake Whedon

Title/Role: Founder/President

Date: December 8, 2025