



Values Aligned Philanthropy Procedures

1. The Community Foundation of Northeast Alabama (CFNEA) will not make grants, serve as a fiscal sponsor, accept donations, create funds, distribute funds, or participate in any other actions the Foundation knows or has reason to believe support or engage in activities contrary to CFNEA's Values Aligned Philanthropy Policy.
2. If a CFNEA staff member encounters any situation described above, staff will conduct an independent investigation as follows:
 1. Immediately alert CFNEA's President & CEO
 2. Review available listings of charitable organizations that are considered hate groups, such as, but not limited to, the Southern Poverty Law Center (SPLC),
 3. Review relevant and related websites and publications, and
 4. Review any other information available.
3. Upon completion of investigation if staff believe the situation is contrary to CFNEA's Values Aligned Philanthropy Policy, the investigative staff member shall prepare a report of their findings (the "Report"). The Report shall specify the sources of information concerning the situation and include a specific description of the activities, mission or objectives that might not conform with the Policy. The investigative staff member shall deliver the Report to the President & CEO.
4. The President & CEO shall review the Report and then deliver the Report to the Governance Committee with the President & CEO's recommendation.
5. Based on the Report and the recommendation of the President & CEO, the Governance Committee shall determine whether the situation conforms with the Values Aligned Philanthropy Policy. If the situation does not conform with the Values Aligned Philanthropy Policy, the Governance Committee will recommend to the Board of Trustees that CFNEA shall not make a grant, serve as a fiscal sponsor, accept a donation, create a fund, distribute funds, or participate in any other action related to the situation.
6. If the Board of Trustees determines the situation does not conform with the Values Aligned Philanthropy Policy their decision is final and CFNEA shall not make a grant, serve as a fiscal sponsor, accept a donation, create a fund, distribute funds, or participate in any other action related to the situation.
7. CFNEA shall keep the Report, the recommendation of the President & CEO, and the decisions of the Governance Committee and Board of Trustees confidential. To the extent staff need to inform a donor, grantee, potential grantee, fundholder, partner, or any other stakeholder, staff may report the situation does align with CFNEA's Values, but shall not give specifics as to the reasons for CFNEA's determination.

Approved 5/12/2022