



Vision:

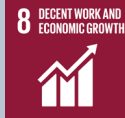
A Community Where No One is Left Behind

Purpose:

Building Community Through Philanthropy

Values:

Responsive Leadership • Collaboration • Solutions-Driven
Integrity & Equity



2022-25 Strategic Plan Overview

SDG Aligned Priorities to “build community through philanthropy”



1. Community resiliency & charitable sector recovery
SDG #11: Sustainable Cities and Communities.
2. Local opportunities in education, employment & the social economy
SDG #4: Quality Education & SDG #8: Decent Work & Economic Growth.
3. Reducing inequities in our operations & in our community
SDG#10: Reduced Inequalities & SDG#17: Partnerships for the Goals.

Operational Priorities

To move us closer to our vision we have committed ourselves, as an organization, to maintaining our current strengths while further improving in two areas:

1. To be the Leading Local Philanthropic Solutions Provider

Strategic Goal:

Reduce the top rate for The Foundation's administrative fees from 1.25% to 1.0% by January 1, 2026. In 2022, reduce fee from 1.25% to 1.20% on first \$2 million.

2. To be a High Performance Organization

Strategic Goal:

Be an Employer of Choice and bring all staff to a living wage in 4 years.

