

Declaration of Trust and Statement of Values to the Footprint Foundation Buzzers

We, the Board of Trustees of Footprint Foundation, declare our trust in the community of Buzzers to whom we are passing responsibility for use of foundation funds to advance Footprint's mission.

We believe that as leaders who are daily working to address the issues that will make our community a thriving place for all, you know better than us how and where these funds can most effectively be utilized.

We entrust these funds to you to use without our consent or approval with the following directions:

1. Use the funds in accordance with Footprint Foundation's mission to create connections for a more equitable community. We trust you to decide how best to do that. We also trust that you will work with us if you believe that the mission needs to evolve.
2. Footprint Foundation is committing four million dollars (\$4,000,000) over five years (2023-2027) for this purpose. Funds may be used for grants or mission aligned investments.
 - a. In accordance with IRS regulations:
 - i. Grant funds may not be used to directly or indirectly support any political campaign or activity.
 - ii. Grant funds may be given only for charitable purposes to a valid 501(c)(3) organization or used for expenses to support direct charitable activities.
 - b. Any questions about the legal use of funds will be directed to Footprint staff. Consistent with Footprint's standard practice, use of funds will be checked for legal compliance by Foundation Source.
3. We ask you to stay true to the values that have guided Footprint since its inception - that no grants in any way inhibit individual rights, including racial equity, reproductive rights, LGBTQ+ rights, gender rights, sexual rights, and that no grants promote any particular religion or religious belief.
4. We ask you to consider racial equity in all of your decision-making.
5. We trust you to determine your own form of governance and collective decision-making for use of the funds and to coordinate with Footprint staff regarding availability and distribution of funds.
6. We trust you to care for yourselves and your organizations as you do this work. It is up to you to decide how best to do that. Being the stewards of these funds does not preclude you from granting them to your own organizations if such grants are, in your collective judgment, advancing the mission. Funds might also be used for compensation or professional/personal development to support you in the work.
7. We trust that you will find ways to nourish and, perhaps, grow the community of Buzzers.
8. We ask you to be bold and courageous. Don't be afraid to make mistakes. Take risks when you believe they serve the mission. Forge a better path. Make a better community.

While we pass this responsibility on to you without any conditions other than those listed above, we ask that you share what you are learning through this process with us and the rest of the community and world. We are all co-learners, and we believe that through this process, Footprint will continue to evolve towards a new, more effective and equitable model of philanthropy that is in deep service to the communities it serves and that our collective work will serve as a model for others wishing to do the same.

Please let us know if there is any way we can be of service to you in this work.

Adopted unanimously by the Footprint Board of Trustees this 20th day of January, 2023.