



GIVING POLICY

PURPOSE OF GIFT ACCEPTANCE POLICY

The purpose of this Gift Acceptance Policy is to provide guidelines relating to the acceptance and processing of gifts that are consistent with I Am We's mission.

DESIGNATED GIFTS

I Am We's policy is to encourage donors to give unrestricted gifts, the proceeds of which benefit I Am We and its programs.

Types of Gifts:

- Cash
- Gifts to I Am We may be made via cash, check, credit card or other cash equivalents.

Gifts of cash (i.e., currency) gifts in excess of \$10,000 must be referred to the Giving Committee for a final determination regarding acceptance of the gifts.

Checks shall be made payable to I Am We. Checks shall ***not*** be made payable to individuals who represent I Am We under any circumstance.

DONATIONS

Donations will generally be accepted from individuals, partnerships, corporations, foundations, government agencies, or other entities, without limitations. In the course of its regular fundraising activities, I Am We will accept donations of money, personal property, stock, and in-kind services.



GUIDELINES

Whereas there is the potential for controversy if certain gifts are accepted, I Am We has adopted the following guidelines:

When considering whether to solicit or accept gifts, I Am We will consider the following factors:

- Values—whether the acceptance of the gift compromises any of the core values of I Am We
- Compatibility—Whether there is compatibility between the intent of the donor and I Am We’s use of the gift
- Public Relationships—whether acceptance of the gift damage the reputation of I Am We
- Primary Benefit—whether the primary benefit is to I Am We, versus the donor
- Consistency—is acceptance of the gift consistent with prior practice
- Form of Gift—Is the gift offered in a form that I Am We can use without incurring substantial expense or difficulty
- Effect on Future Giving—Will the gift encourage or discourage future gifts

All decisions to solicit and/or accept potentially controversial gifts will be made by the Executive Committee of the Board in consultation with the Executive Director. The primary consideration will be the impact of the gift on I Am We.

OTHER GIFTS

The Gift Acceptance Committee shall consider the acceptance of other gifts not mentioned above, including, but not limited to memorials, honorariums and intangible property. Grants received by I Am We in the ordinary course shall not be treated as gifts and shall not be subject to this Policy.



ETHICAL STANDARD AND COMPLIANCE

I Am We shall administer gifts properly, shall comply with all applicable laws and regulations, including those governing reporting and retention, and shall provide formal acknowledgments for gifts. I Am We acknowledgment letters may acknowledge the value of a gift in the case of a cash, check or other monetary donation or if required by applicable law. Otherwise, the donor is solely responsible for determining gift valuations for his or her own tax purposes. I Am We shall consult with independent advisors where it deems such action to be appropriate. I Am We shall strive to consider the interests of the donor and disclose to the donor all essential information, including any fees, prior to acceptance of the donor's gift. Donors may be advised to consult with legal or tax counsel or other appropriate advisors.

REVIEW OF POLICY

The Giving Committee and Executive Board of Directors have reviewed and accepted the Gift Acceptance Policy. The Gift Giving Committee shall conduct periodic reviews of this policy and shall approve any future changes. This Gift Acceptance Policy was approved by I Am We Executive Board of Directors on March 6, 2014.