

Dear Executive Committee,

Last September, staff at ACF engaged in our first Mission, Vision and Values session with SolFire consulting.

A year later, we are proud to present to you the proposed Mission, Vision and Values for the organization we are all so dedicated to. In consideration of time constraints at the September Board Meeting, we will only be discussing the Values component, but we hope you will reflect on our Mission and Vision suggestions in anticipation of the December Board Meeting and future discussion with the whole board.

As important as the values themselves is the process we took and the challenges we faced. We've included a word cloud (below) to give a glimpse of the ideas and themes that emerged from our most recent session this month. We deeply considered the values discussion the Community Impact Committee engaged in with the Trust Based Philanthropy Project, and the value discussions that took place during the July Board of Trustees Forum.

When engaging in our writing process, we knew that we wanted to find values that reflected both what we care about today, and what we want to embody and manifest in the future. We knew that we wanted to position our foundation as a partner that, in truth, belongs to the community. We knew that we wanted to include equity specifically. We knew that we hoped to create statements that were bold enough to carry us over time but would be flexible enough to adapt to new learning and growth. We wanted to acknowledge the work that we do while not focusing solely on one aspect, such as endowment. We hope you see these priorities reflected clearly in what we have produced. We've included comments to show our thoughts behind word choice, phrasing, etc.

There were also challenges - and in line with our value of accountability and transparency, we also want to share those with you.

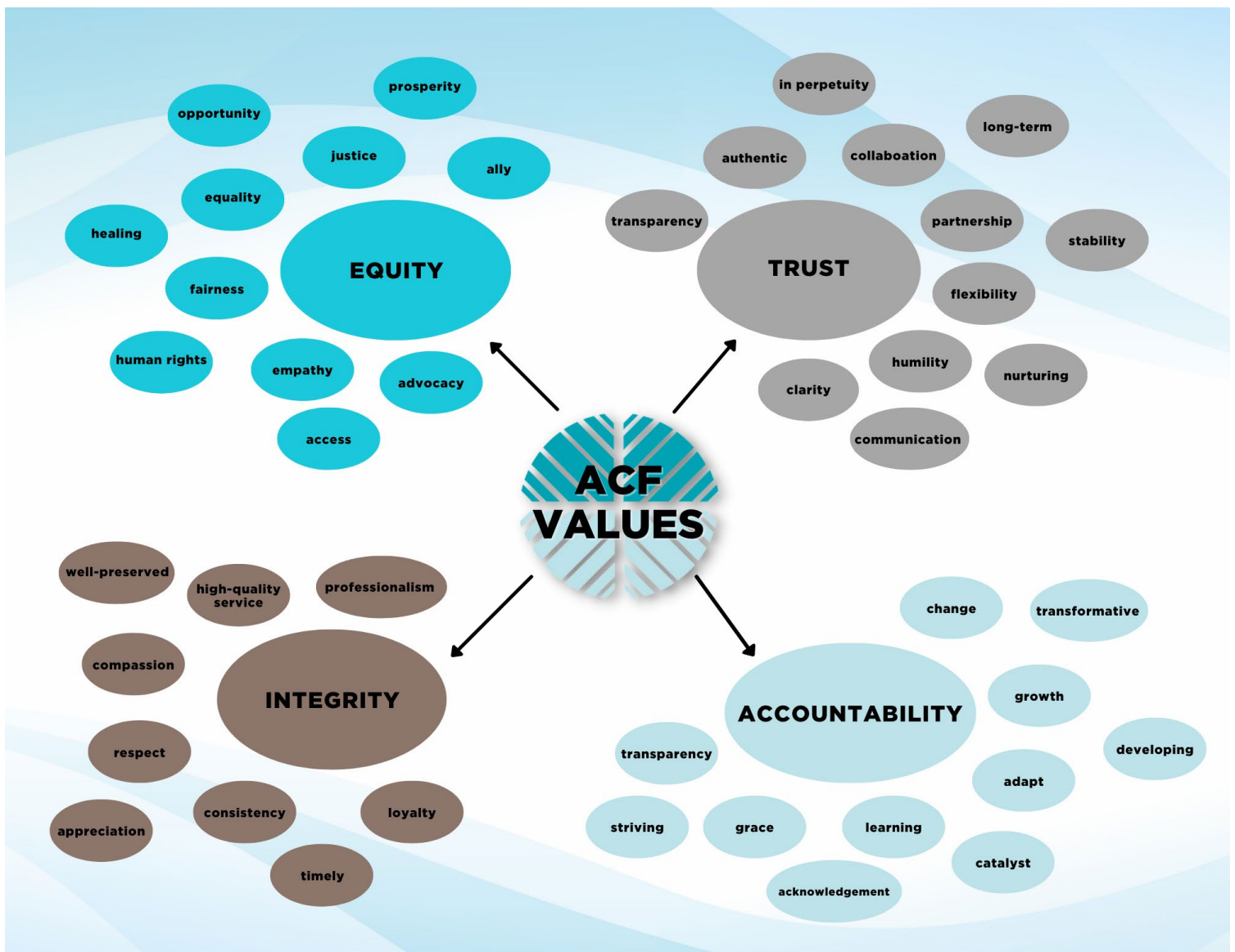
- We struggled with words like “community” which despite their broad definition, have often been used in more limited ways to define some groups over others.
- We recognize that developing values takes time and needs spaciousness - difficult to do at this particular juncture of time.
- We understand the challenge, opportunity and commitment needed to make sure that our values are more than words on paper, and lead to actionable change.

Staff discussed the importance of reviewing and/or developing the following complementary items to ensure that we have shared enough context to support the updated Values, and eventually, Mission and Vision.

- Being more clear around the four-county area we serve throughout all our communications
- Publishing definitions around key terms to help develop shared language and clarity about what we mean (i.e. Equity, Community, etc.)
- Examples of how we strive to live our values
- Eventually, tying our metrics and key performance indicators to the vision we strive for

Together, Staff is proud to share our work - we feel it captures both our legacy and our future, and the spirit of leadership with which we hope to approach our position in the community.

With a deep spirit of hopefulness and unity,
The Staff of Albuquerque Community Foundation



We Value Trust and we work to build relationships based in authenticity, actionable change, adaptability, and cultural humility.

We Value Equity and we will address ongoing injustice and work to change systems of oppression and harm.

We Value Integrity and we commit to providing high quality service with humility and respect.

We Value Accountability and we will be responsible for and transparent in all the ways we learn, strive¹, and adapt in our journey toward becoming our community's foundation²³.

¹ “Strive” - We chose this word carefully to represent the sentiment that we intend to be accountable, responsible, and transparent even when we might fumble or get things wrong. It's not possible for an organization to be perfect, and we intend to be accountable through both the highs and lows of philanthropy.

² “Community's foundation” - This phrase is important to include - we developed it during the 40th anniversary, and like that it places stresses that ACF belongs to the community.

³ We recognize that our Value statements are broad. We think there is ample room for us to still communicate how these values specifically apply to and are represented in our work. We want these Values to be aspirational for ACF and therefore, have developed them as sweeping statements that are applicable to all our departments and in all of our conversations.