

CRITERIA FOR MEMBERSHIP IN GLOBAL IMPACT

(Approved by the Board of Directors on April 30, 2009)

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MEMBERSHIP CRITERIA

Global Impact serves as a federation of distinguished U.S.-based charities serving the needs of the world community. Each Global Impact member charity is carefully evaluated before being invited to become a member of the federation.

In a continuing effort to expand its mission to assure help for the world's most vulnerable people, Global Impact periodically seeks new member charities that:

- a) Demonstrate their commitment to international humanitarian relief and development;
- b) Devote a substantial portion of their resources to;
 - 1) Social services, development or relief programs that directly aid people in foreign countries; or
 - 2) Global or international programs that are demonstrably complementary to Global Impact member charity programs;
- c) Have a reputation for integrity in program implementation, financial management and program effectiveness;
- d) Complement and broaden current Global Impact member charity services through international programs that provide geographic, programmatic and ethnic diversity;
- e) Are dedicated to working with Global Impact to achieve shared goals.

All prospective and current Global Impact member charities must also meet regulatory requirements, set by the U.S. Office of Personnel Management and other governing entities, as well as Global Impact policies outlined in the attached document.

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A. Regulatory Requirements

The following items represent campaign participation requirements set by third party sources including but not limited to the Combined Federal Campaign. All Global Impact member charities must adhere to the following, subject to any exception approved by the Board based upon individual facts and circumstances applicable to the member charity requesting such exception:

- 1) Provide or conduct real services, benefits, assistance or program activities in a foreign country over the three-year period immediately preceding the start of the campaign year involved; an organization must also affirm that it effectively uses the funds contributed for its announced purposes;
- 2) Certify that the Internal Revenue Service (IRS) recognizes the organization as tax-exempt under 26 U.S.C. 501(c)(3) to which contributions are tax deductible pursuant to 26 U.S. C. 170(c)(2).
- 3) Certify that the organization either has no expenses connected with lobbying or attempting to influence voting or legislation at the local, State, or Federal level or that such expenses are within the extent permitted for organizations recognized as tax-exempt under 26 U.S.C. 501(c)(3).
- 4) Affirm that it is a human health and welfare organization that provides services, benefits or assistance to, or conducts activities affecting human health and welfare;
- 5) Provide a copy of the following, which must cover the fiscal year ending not more than 18 months prior to the January of the campaign year to which the agency is applying:
 - a) Annual report that describes the organization's major programmatic activities and supporting services and identifies its directors and chief administrative personnel;
 - b) Financial statements prepared in conformity with Generally Accepted Accounting Principles (GAAP) that have been audited by an independent certified public accountant in accordance with Generally Accepted Auditing Standards (GAAS), (as well as consolidated statements where the organization has affiliates);
 - c) Complete copy of the organization's IRS Form 990, including signatures. The IRS Form 990 and audit must cover the same fiscal period and if revenue and expenses on the two documents differ, these amounts must be reconciled in an accompanying signed statement by the certified public accountant who completed the audit;
 - d) Recently approved and signed organizational budget for revenue and expenses;

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- 6) Demonstrate its fundraising and administrative efficiency using the IRS Form 990 showing that its fundraising and administrative expenses do not exceed 35 percent of the agency's total support and revenue;

If such expenses are in excess of 25 percent but not greater than 35 percent, provide an explanation of the overage, a plan to reduce the costs to 25 percent and the timeframe within which the reduction will be accomplished. Global Impact's Board of Directors (and the appropriate government authority) will determine if the explanation justifies eligibility. Member charities with fundraising and administrative expenses over 25 percent may be ineligible for participation in the certain campaigns;

- 7) Provide a statement that the organization is directed by an active and responsible governing body whose members have no material conflict of interest, and a majority of whom serve without compensation. Certify that the governing body meets at least three times yearly and formulates the organization's policies, approves the detailed annual budget and oversees its operations;
- 8) Provide evidence that acceptable fundraising practices are in force, affirming that the organization's fundraising practices protect against unauthorized use of its CFC or other campaign contributor lists, permit no coercive solicitations, permit no payment of commissions, finders fees, percentages, bonuses or similar practices in connection with fundraising;
- 9) Ensure honesty and accuracy in its fundraising appeals, affirming that its publicity and promotional activities are based upon its actual program and operations, are truthful and non-deceptive, include all material facts, and make no exaggerated or misleading claims;
- 10) Affirm that the organization receives no more than 80 percent of its total support and revenues from government sources;
- 11) Provide a twenty-five word statement of program services, including the organization's percentage of administrative and fundraising costs;
- 12) Affirm that the organization has a policy of nondiscrimination, approved by its Board of Directors, in compliance with all requirements of law and regulations concerning nondiscrimination and equal employment opportunities with respect to its governing board, management, program services and funding sources, and practices no discrimination in the selection of officers, directors, volunteers or employees, nor in the provision of services;

OR

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Affirm that the organization has a policy of nondiscrimination, approved by its Board of Directors, in compliance with all requirements of law and regulations concerning nondiscrimination and equal employment opportunities with respect to its program services and funding sources, and that such policy also applies to its governing board, employees and volunteers except that the organization reserves the right to prefer volunteers, employees and governing board members on the basis of religion to the extent such preference is permitted under Section 702 of the Civil Rights Act.

- 13) Affirm that the charity is compliant with all applicable federal, state and local laws;
- 14) Certify annually that the organization is in compliance with all statutes, Executive orders, and regulations restricting or prohibiting U.S. persons from engaging in transactions and dealings with countries, entities, or individuals subject to economic sanctions administered by the U.S. Department of the Treasury's Office of Foreign Assets Control. The organization named in this application is aware that a list of countries subject to such sanctions, a list of Specially Designated Nationals and Blocked Persons subject to such sanctions, and overviews and guidelines for each such sanction program can be found at <http://www.treas.gov/offices/enforcement/ofac/sanctions/>. If the organization named in this application becomes noncompliant at any time subsequent to completing this certification, it will notify Global Impact and the OPM Office of CFC Operations immediately.

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B. Global Impact Requirements

All Global Impact member charities are required to:

- 1) Pledge support of the Global Impact bylaws and operating policies and their commitment of resources to the purposes of the federation.
- 2) Participate in a pre-application interview, to be conducted by a Global Impact representative.
- 3) Disclose any findings if reviewed by the Better Business Bureau Wise Giving Alliance; likewise, disclose any and all information to Global Impact if subject to other kinds of investigation or scrutiny.
- 4) Meet criteria of administrative integrity, programmatic effectiveness, fundraising efficiency, financial responsibility, and donor accountability as Global Impact's Board of Directors may establish and as expressed in the Code of Ethics of the Association of Fundraising Professionals.
- 5) Demonstrate through bylaws, fundraising and publicity materials, annual reports and audited financial statements, that it is committed to international humanitarian service and devotes a substantial portion of its resources to health, welfare, development and relief programs that directly aid people of foreign countries; international program expenditures must constitute at least 50 percent of total program expenses or \$1 million.
- 6) Provide Global Impact with a list of the countries served, a detailed description of member charity programs and approximate or estimated number of people served.
- 7) Complete and maintain charitable registrations in states where registration is required for participation in workplace campaigns through Global Impact. Provide an explanation when the organization is ineligible or unable to complete such a registration.
- 8) Provide a list and supporting documentation of all the states and localities in which the agency holds current registration, indicating the government departments and expiration dates.
- 9) Demonstrate that it is an organization of broad public appeal by evidence of the scope of its publicity, public information, fundraising campaigns and the number and location of volunteers. It must demonstrate by the number and geographic spread of contributors that it actively solicits and obtains donations from the general public.
- 10) Provide staff or volunteers who will serve as resources for active support of Global Impact in maintaining or gaining access into employee campaigns in all areas where Global Impact participates or intends to participate.
- 11) Affirm that the organization is participating in workplace giving campaigns exclusively through Global Impact.

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- 12) Organizations that are members of Global Impact may not require attendance at, or participation in, religious services by program beneficiaries as a condition of receiving services.
- 13) Failure to meet the Criteria for Membership in Global Impact at any time may result in loss of membership privileges, including:
 - Suspension or cessation of distributions to the member charity.
 - Temporary suspension of inclusion rights for any future campaigns.
 - Withdrawal from any current campaigns.
 - Removal of member charity name and logo from all Global Impact communications and marketing materials.
 - Loss of membership and all services associated with membership.

All of the above actions may be taken temporarily by the president & CEO, COO and CFO until such time as the next Board meeting; permanent sanctions require action by the Board of Directors

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C. Membership Responsibilities

Each year, Global Impact member charities are generally expected to participate with Global Impact in the areas indicated below.

- 1) Workplace Campaign Support
 - Assist Global Impact in supporting local workplace campaigns by attending campaign events, sharing in cooperative advertising opportunities, and acknowledging individual workplace donors.
- 2) Communications/Media
 - Provide information such as stories, photos and video that will enhance Global Impact's communication efforts on behalf of members and coordinate efforts to educate employee donors about workplace giving options.
- 3) Public Endorsement/Presence
 - Acknowledge Global Impact as fundraising partner; participate in member charity meetings, functions or committees.
- 4) Expansion of Opportunities
 - Work with Global Impact and other members to identify and gain access to expanded workplace campaign opportunities; support Global Impact's non-workplace efforts to increase assistance for international relief and development.

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D. Application Process

- 1) Charities interested in membership with Global Impact are encouraged to submit a letter of interest and basic organizational description.
- 2) Selected charities will be invited to complete an initial application.
- 3) The Membership Committee will review the completed application and supporting documentation to determine if the applicant organization meets the Global Impact eligibility criteria standards and will report its recommendations to the Global Impact Board of Directors.
- 4) The Board of Directors will approve or deny the membership applications of interested charities.
- 5) Once approved, member charities are eligible for recertification and approval by the Board of Directors upon annual submission of requested information. Member charities will have a detailed review by the Membership Committee once every three years.
- 6) Global Impact reserves the right to exclude from membership any organization associated with activities or information, which if publicly known, could damage the public image, integrity or credibility of Global Impact or its member charities.