9/17/2026

The Gibney Family Agreement

Our Commitment to One Another and to TGFF

Being part of The Gibney Family Foundation is both a privilege and a shared responsibility. As a family, we bring different experiences, ideas, and perspectives to TGFF. We won't always agree - and that's okay. Different points of view can make our family and our Foundation stronger.

What matters is how we treat one another, especially when we disagree. This Agreement is our shared commitment to maintaining trust, respect, and strong family relationships while working together to honor the Donor's Intent and further the mission of TGFF.

The Values We Share

Responsibility
We agree to:

- Honor the Donor's Intent and remain true to TGFF's mission and vision.
- Take responsibility for our decisions and commitments.
- Follow through on our commitments or communicate when we are unable to do so.
- Work together to make a positive difference.

Honesty & Integrity
We agree to:

- Be open and truthful with one another.
- Create an environment where family members feel comfortable sharing thoughts, questions, and concerns.
- Exhibit conduct that inspires others and shows respect for the Foundation.
- Avoid conflicts of interest, improper influence, and personal gain.
- Represent our family and Foundation thoughtfully and positively.

Respect & Compassion
We agree to:

- Treat one another with courtesy, kindness, and dignity.
- Listen to and consider different perspectives, even when we disagree.
- Give one another the benefit of the doubt and assume good intentions.
- Address concerns directly and respectfully whenever possible.
- Support and encourage one another.

Fairness
We agree to:

- Treat family members fairly and equitably.
- Consider different points of view before making decisions.
- Make decisions based on TGFF's Bylaws, Donor's Intent, mission, vision, and the best interests of the Foundation.

Loyalty
We agree to:

- Embrace and support the mission and vision of TGFF.
- Be ambassadors for the Foundation and its work.

How We Will Work Together

We recognize that our family relationships are at the heart of TGFF. We will strive to:

- Listen before responding and give everyone an opportunity to be heard.
- Be open to constructive feedback and honest conversation.
- Talk directly with one another when something is bothering us.
- Keep disagreements respectful and, whenever possible, address them privately.
- Respect the responsibilities and authority that come with each family member's TGFF role.
- Avoid going around one another or undermining someone's role or authority.
- Make time for difficult conversations rather than allowing concerns to build.
- Take a "time out" when emotions become too strong and return to the conversation when we are ready.
- Support a decision once it has been made and move forward together.
- Make spending time together at the TGFF Annual Meeting a priority. Our time together strengthens our family relationships and our ability to work together.

When We Disagree

We know there will be times when we see things differently. We want every family member to feel comfortable sharing a different opinion or asking a difficult question. When we disagree, we will:

- Talk directly with the person involved whenever possible.
- Listen with the goal of understanding all perspectives.
- Share thoughts respectfully and honestly.
- Focus on the issue rather than making things personal.
- Respect the person or group responsible for making the decision.

We don't have to agree to move forward together.

When We Need Help

Sometimes a concern cannot—or should not—be resolved between two family members. When that happens, we agree to seek help rather than allowing the issue to grow or damage our relationships. Concerns may be addressed through:

- **An open conversation** between those involved.

- **Leadership involvement** when additional support is needed.
- **Board involvement** for more serious or unresolved concerns.

Our goal is always to resolve concerns thoughtfully, fairly, and with respect for everyone involved.

Serious or repeated violations of this Agreement may result in further action, up to and including removal from a TGFF role.

Our Promise to Future Generations

TGFF is something we have been entrusted with - and something we will eventually pass on to those who come after us.

We want future generations to inherit not only a strong Foundation, but a family that knows how to listen, disagree respectfully, support one another, and work together toward a shared purpose.

We will not always get it right. But we can always come back to what matters most:

Our family.
Our shared responsibility.
Our commitment to the Donor's Intent.
And our desire to make a positive difference together.

We agree to do our best to live these values in the way we work with one another and represent The Gibney Family Foundation.