



**MORGAN FAMILY**  
FOUNDATION

**Subcommittee Charters**  
**Approved November 8, 2022**

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**End-of-Life Subcommittee:**

*Preamble:*

At least two generations of the Morgan Family have actively tackled end-of-life issues, including but not limited to advance care planning, medical issues around end-of-life, care of the elderly, and faith and spirituality surrounding end-of-life issues. These issues are exploding as demographics, economics and pandemics converge to make thoughtful pre-planning for end-of-life a necessity. The initial geographic focus for this work is anticipated to be, but not limited to, central Minnesota.

*Purpose:*

To develop and implement, subject to Board approval, grantmaking and possible related activity to address the Morgan Family Foundation's interest in end-of-life issues. The initial geographic focus for this work is anticipated to be, but not limited to, central Minnesota.

*Membership:*

The subcommittee shall be comprised of at least three members: at least two members of the board, and may include up to three others. This is considered a subcommittee of the Grants Policy Committee. The term of subcommittee service is one year, and members may serve successive terms without limitation. It is encouraged that membership on the subcommittee include multiple generations and at least two family (lineal and/or extended) members. The executive director and/or relevant program officer will serve as ex-officio non-voting members of the subcommittee.

*Meetings:*

The subcommittee shall meet at least two times per year or additionally as called by the chairperson of the subcommittee. As the work is getting started or grant interests change, meetings will likely occur more frequently, but no more often than monthly.

*Key Responsibilities*

1. Facilitate education of subcommittee members about end of life issues, and the rest of the MFF Board and staff as appropriate.
2. Develop and recommend to the MFF Board the proposed end of life grant program scope and priorities.
3. Develop and recommend the end of life grantmaking process to the Grants Policy Committee; execute the process and present grant recommendations to the MFF Board for approval.
4. Share information and insight about the end of life grantmaking results and impact with the Grants Policy Committee and/or MFF Board.
5. Expedite end of life grant decisions on occasion as authorized by the Board, which generally is limited to funding or inviting abbreviated applications of grant requests of \$10,000 or less.

## **Social Equity Subcommittee:**

### *Preamble:*

The Morgan Family has a long history of engagement with social equity issues, trying to make the world fairer and more inclusive. The Morgan Family Foundation seeks a just society in which all individuals have ample opportunity to thrive and outcomes are not determined by one's heritage, physical characteristics, beliefs, residence or inclusion in any particular group. We aim to reduce or eliminate unfair differences among groups of people and we advocate for positive change in attitudes, practices and policies that leads to equitable outcomes. Geographically our focus is on Central Minnesota.

### *Purpose:*

To develop and implement, subject to Board approval, grantmaking and possible related activity to address the Morgan Family Foundation's interest in advancing social equity. The initial geographic focus for this work is St. Cloud, Minnesota and its immediate vicinity.

### *Membership:*

The subcommittee shall be comprised of at least three members: at least two members of the board, and may include up to three others. This is considered a subcommittee of the Grants Policy Committee. The term of subcommittee service is one year, and members may serve successive terms without limitation. It is encouraged that membership on the subcommittee include multiple generations and at least two family (lineal and/or extended) members. The executive director and/or relevant program officer will serve as ex-officio non-voting members of the subcommittee.

### *Meetings:*

The subcommittee shall meet at least four times per year or additionally as called by the chairperson of the subcommittee. As the work is getting started or grant interests change, meetings will likely occur more frequently, but no more often than monthly.

### *Key Responsibilities*

1. Facilitate education of subcommittee members about social equity issues, and the rest of the MFF Board and staff as appropriate.
2. Develop and recommend to the MFF Board the proposed social equity grant program scope and priorities.
3. Develop and recommend the social equity grantmaking process to the Grants Policy Committee; execute the process and present grant recommendations to the MFF Board for approval.
4. Share information and insight about the social equity grantmaking results and impact with the Grants Policy Committee and/or MFF Board.
5. Expedite social equity grant decisions on occasion as authorized by the Board, which generally is limited to funding or inviting abbreviated applications of grant requests of \$10,000 or less.

## **Global Warming Subcommittee:**

### *Preamble:*

Over a long period of time global warming, and the related climate changes, are an existential threat to the survival of the human species. In the shorter term global warming will cause a reduction in our quality of life, taking a particularly heavy toll on our most vulnerable communities. We are focused on mitigation rather than adaptation. Geographically our global warming focus is on Minnesota with a particular interest in greater Minnesota (outside of the Twin Cities metropolitan area).

### *Purpose:*

To develop and implement, subject to Board approval, grantmaking and possible related activity to address the Morgan Family Foundation's interest in mitigating global warming. The initial geographic focus for this work is the state of Minnesota.

### *Membership:*

The subcommittee shall be comprised of at least three members: at least two members of the board, and may include up to three others. This is considered a subcommittee of the Grants Policy Committee. The term of subcommittee service is one year, and members may serve successive terms without limitation. It is encouraged that membership on the subcommittee include multiple generations and at least two family (lineal and/or extended) members. The executive director and/or relevant program officer will serve as ex-officio non-voting members of the subcommittee.

### *Meetings:*

The subcommittee shall meet at least four times per year or additionally as called by the chairperson of the subcommittee. As the work is getting started or grant interests change, meetings will likely occur more frequently, but no more often than monthly.

### *Key Responsibilities*

1. Facilitate education of subcommittee members about global warming issues, and the rest of the MFF Board and staff as appropriate.
2. Develop and recommend to the MFF Board the proposed global warming grant program scope and priorities.
3. Develop and recommend the global warming grantmaking process to the Grants Policy Committee; execute the process and present grant recommendations to the MFF Board for approval.
4. Share information and insight about the global warming grantmaking results and impact with the Grants Policy Committee and/or MFF Board.
5. Expedite global warming grant decisions on occasion as authorized by the Board, which generally is limited to funding or inviting abbreviated applications of grant requests of \$10,000 or less.

## **Family Philanthropy Subcommittee:**

### *Preamble:*

Philanthropy is an opportunity to link our lives and values to the lives and values of others. This is a complex undertaking and requires nurturing and careful thought. We want to see the values that drive our philanthropy cultivated and transmitted across generations while respecting philanthropic legacies. This theme undergirds how we do our work while also honoring deep, historical relationships that Morgan Family members have with particular nonprofit organizations. Activities and funding in the family philanthropy theme are initiated by the Foundation, as there is no ongoing process to consider unsolicited requests from grantseekers.

### *Purpose:*

To develop and implement, subject to Board approval, grantmaking and possible related activity to address the Morgan Family Foundation's interest in promoting philanthropy among members of the Morgan family, both lineal members and extended family relations. Included within that purpose is the aspiration to engage younger family members in MFF work through "Next Generation" programming. No geographic focus has been defined for this work.

### *Membership:*

The subcommittee shall be comprised of at least three members: at least two members of the board, and may include up to three others. This is considered a subcommittee of the Grants Policy Committee. The term of subcommittee service is one year, and members may serve successive terms without limitation. It is encouraged that membership on the subcommittee include multiple generations and at least two family (lineal and/or extended) members. The executive director and/or any relevant program officer will serve as ex-officio non-voting members of the subcommittee.

### *Meetings:*

The subcommittee shall meet at least two times per year or additionally as called by the chairperson of the subcommittee. As the work is getting started or grant interests change, meetings will likely occur more frequently, but no more often than monthly.

### *Key Responsibilities*

1. Facilitate education of subcommittee members about family philanthropy and next generation issues, and the rest of the MFF Board and staff as appropriate.
2. Develop and recommend to the MFF Board the proposed family philanthropy/next generation program scope and priorities.
3. As appropriate, develop and recommend any new family philanthropy/next generation program and/or grantmaking process to the Grants Policy Committee; execute the program/process and present grant recommendations to the MFF Board for approval as appropriate.
4. Share information and insight about the family philanthropy/next generation program results and impact with the Grants Policy Committee and/or MFF Board.
5. Expedite family philanthropy/next generation grant decisions on occasion as authorized by the Board, which generally is limited to funding or inviting abbreviated applications of grant requests of \$10,000 or less.

## **Impact Investing Subcommittee:**

### *Purpose:*

To develop and implement, subject to Board approval, a program of impact investing for the Morgan Family Foundation, with the overall purpose of leveraging the endowment to further the Foundation's goals. The initial objective was to invest \$5 million in market-rate Mission Related Investments (MRIs) over a four-year period, by 12/31/2020. While below-market rate Program Related Investments (PRIs) are an impact investing tool, the subcommittee will rely on the Foundation's executive director and/or program officer(s) to take the lead role in exploring potential PRI opportunities.

### *Membership:*

The subcommittee shall be comprised of at least three members: at least two members of the board, and may include up to three others. This is considered a subcommittee of the Finance/Investment Committee. Membership shall include at least one person from the Finance/Investment Committee, as well as one person from the Grants Policy Committee or one of its grantmaking subcommittees (Social Equity, Global Warming, End of Life, Family Philanthropy). The term of subcommittee service is one year, and members may serve successive terms without limitation. It is encouraged that membership on the subcommittee include multiple generations and at least two family (lineal and/or extended) members. The executive director and/or chief financial officer will serve as ex-officio non-voting members of the subcommittee.

### *Meetings:*

The subcommittee shall meet at least four times per year or additionally as called by the chairperson of the subcommittee. As the work increases, meetings may occur more frequently, but no more often than monthly.

### *Key Responsibilities*

1. Facilitate education of subcommittee members about impact investing, and the rest of the MFF Board and staff as appropriate
2. Meet and communicate with impact investing experts, which may include foundation representatives, investment professionals and relevant professional associations and consultants
3. Review and recommend changes to the MFF impact investment policy, including but not limited to:
  - Clarify the MFF's impact themes and prioritize for investments based on MFF purpose and values
  - Determine the desired structure of investments (by theme, geography, diversification, type of investment, size per investment, level of risk, etc.)
  - Develop and/or determine non-financial impact measures
  - Determine desired rates of financial return
4. Review the objectives and performance of strategies in the MFF impact portfolio: a quarterly review of financial metrics, and at least an annual review of impact metrics; implement changes in the impact investment vehicles as deemed necessary.
5. Review the structure for impact investing execution, reporting, oversight and management, and recommend changes to the board when appropriate.