



Investment Policy Statement

Jackson Community Foundation

November 2023

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I. Introduction

Information about the Foundation and the Purpose of the Funds

Jackson Community Foundation
100 S. Jackson Street, Suite 200
Jackson, MI 49201-1469
(517) 787-1321

Primary Contact: Monica Moser, President and CEO

Foundation Assets *(As of 12/31/2022)*

- Merrill Lynch: \$31,763,083
- Individually Managed: \$6,264,558
- **Total Assets: \$38,027,641**

About Jackson Community Foundation

The Jackson Community Foundation is a Community Foundation. Its purpose is to receive and administer funds for the public welfare and to fulfill our mission to connect people and resources to causes that strengthen our community.

Purpose of this Investment Policy Statement

This Investment Policy Statement (the "Policy Statement") outlines the goals and investment objectives of Jackson Community Foundation ("the Foundation"). Since this Policy Statement is intended to provide guidance for the Finance Committee ("the Committee") and the investment managers responsible for managing the Foundation's assets, it outlines certain specific investment policies which will govern how to seek to achieve those goals and objectives. This Policy Statement, upon the review and approval of the Finance Committee:

- Describes a risk posture for the investment of the Foundation's assets;
- Specifies the target asset allocation policy for those assets;
- Establishes investment guidelines regarding the selection of investment manager(s), permissible securities, and diversification of assets;
- Specifies the criteria for evaluating the performance of the Foundation's investment manager(s) and of the Foundation investment portfolio as a whole; and
- Defines certain responsibilities of the Committee, the consultant, the investment managers, and other specified parties.

The Committee believes that the investment policies described in this Policy Statement should be dynamic. These policies should reflect the Foundation's current financial status, and the Committee's philosophy regarding the investment of assets. These policies should be reviewed

by the Committee periodically and revised as necessary to ensure that they continued to reflect the current financial situation of the Foundation and the capital markets.

This Policy Statement was prepared based upon the information provided by the Committee in the Merrill Lynch Investment Policy Statement Service Questionnaire. It is the Committee's responsibility to provide all the necessary and relevant information for its preparation. This information, as well as the Policy Statement itself, should be reviewed periodically for its continued accuracy and completeness.

II. Responsibilities of the Foundation Representatives

The Board of Trustees

As fiduciaries, the Board of Trustees is ultimately responsible for the Foundation. They have delegated the following decisions to the Finance Committee.

The Finance Committee

The primary fiduciary responsibilities of the Committee with respect to the oversight of the investment portfolio are:

- Establish and approve an investment policy statement and periodically review that statement for continued accuracy and completeness;
- Prudently diversify, or oversee the diversification of, the portfolio assets to meet an agreed upon risk/return profile;
- It is the responsibility of the consultant to prudently select and oversee investment managers on behalf of foundation;
- Consider the information provided by the consultant and other professional advisors and act responsibly;
- Control and oversee all investment, record keeping, and administrative expenses associated with the accounts;
- Review and deal prudently with conflicts of interest; and
- Meet with the Committee to review any mission/impact investing proposals/investments established pursuant to the attached Mission/Impact Investing Policy which is made as an addendum to this Policy.

The Consultant

The Committee should retain an advisor or consultant (the "consultant") to:

- Assist the Committee in strategic investment planning for the Foundation by providing assistance in developing an investment policy, an asset allocation strategy, and portfolio structure;
- Provide written performance measurement reports on a quarterly basis;
- Select prudent investment managers to manage the assets;
- Meet with the Committee to help it review investment performance and consider whether any changes or other actions are called for with respect to the investment portfolio;
- Meet with the Committee to review the Donor Advised Funds established pursuant to the attached Donor Advised Fund agreement which is made an addendum to this Policy Statement; and
- Meet with the Committee to review any mission/impact investing proposals/investments established pursuant to the attached Mission/Impact Investing Policy which is made as an addendum to this Policy.

The Custodian

The Custodian is responsible for the safekeeping of the Foundation's investment assets. The specific duties and responsibilities of the custodian include:

- Maintain separate accounts by legal registration;
- Value the holdings;
- Collect all income and dividends owed to the Foundation in its custody;
- Settle all transactions initiated by the investment manager; and
- Provide monthly reports that detail transactions, cash flows, securities held and their current value, and change in value of each security and the overall portfolio since the previous report.

III. Objectives

Risk Tolerance

Investment theory and historical capital market return data suggest that, over long periods of time, there is a relationship between the level of risk assumed and the level of return that can be expected in an investment program. In general, higher risk (*i.e.*, volatility of return) is associated with higher return.

Given this relationship between risk and return, a fundamental step in determining the investment policy for the Foundation is the determination of an appropriate risk tolerance. The

Committee examined its willingness to take risk and the Foundation's financial ability to take risk based upon relevant factors, including:

Factors that contribute to a higher risk tolerance are:

- 1) The Foundation can take advantage of a long-time horizon
- 2) The Foundation has no defined finite liabilities

Offsetting these factors are:

- 1) The Foundation must be able to meet any unexpected expenses or liabilities
- 2) Large fluctuations may effect Foundation's willingness to maintain the investment strategy

Based on these factors, the Committee chose a moderate risk profile. This profile is for investors who are willing to take a moderate level of risk. Primary emphasis is to strike a balance between portfolio stability and portfolio appreciation. Investors using this model should be willing to assume a moderate level of volatility and risk of principal loss. A typical portfolio will primarily include a balance of fixed income and equities.

Investment Objectives

The Foundation's assets should be invested in accordance with sound investment practices that emphasize long-term investment fundamentals. The objectives of this Foundation are to maximize long-term returns consistent with prudent levels of risk. Investment returns are expected to provide adequate funds to sufficiently support designated needs and preserve or enhance the real value of the Foundation. In establishing the investment objectives of the Foundation, the Committee has taken into account the time horizon available for investment, the nature of the Foundation's cash flows and liabilities, and other factors that affect the Foundation's risk tolerance. Accordingly, the investment objective of the Foundation is growth and income. This investment objective is a balanced investment approach that is expected to achieve a positive rate of return over the long-term that would contribute to the Portfolio's income needs.

ESG / DEI Objectives

In alignment with the Foundation's values of embracing diversity and inclusion and advancing equity, the Committee has made a commitment to evaluating our current portfolio for Environmental, Social and Governance (ESG) criteria and to continue to increase the diversity of the investment managers while at the same time, maintaining our expectation of investment returns.

Return Objectives

The return objective is a nominal fixed rate target of 5% + CPI.

The policy benchmark is 60% Equity and 20% Fixed income and 20% Alternative Investments

- 60% Equity:
 - 70% Russell 3000 Total Return
 - 30% MSCI AC World ex World US

- 20% Fixed Income
 - 100% BBG Barclays US Aggregate Bond Index
- 20% Alternative Investments
 - 15% CSFB/Tremont Hedge Fund Index
 - 5% NewEdge CTA Index

IV. Asset Allocation Strategy

In line with the Foundation’s return objectives and risk parameters, the mix of assets should be maintained as follows (percentages are of the market value of the Foundation’s investments):

Asset Class	Minimum	Target	Maximum	Benchmark
Domestic Equity	15%	40%	75%	Russell 3000
Foreign Equity/EAFE	0%	20%	40%	AC World ex World US
Core Fixed Income	5%	20%	40%	Barclays Capital U.S. Aggregate
Alternative Investments:				
Hedge Funds	0%	15%	20%	CSFB/Tremont Hedge Fund Index
Commodities	0%	5%	10%	NewEdge CTA Index
Private Real Estate	0%	0%	10%	Dow Wilshire REIT (full-cap)

Asset Class Totals	Minimum	Target	Maximum
Total Equity	25%	60%	75%
Total Fixed Income	5%	20%	40%
Total Cash Equivalents	0%	0%	10%
Total Alternative Investments	0%	20%	30%

Rebalancing Procedures

The allocations to each asset class and to investment styles within asset classes are expected to remain stable over most market cycles.

Since capital appreciation (depreciation) and trading activity in each individually managed portfolio can result in a deviation from the overall Foundation’s asset allocation, the aggregate asset allocation should be monitored; and the Investment Consultant has discretion to rebalance the Foundation’s assets to the target allocation on a periodic basis. To achieve the

rebalancing of the Foundation, the Investment Consultant may re-direct contributions and disbursements from individual investment managers as appropriate, in addition to shifting assets from one investment manager to another.

V. Responsibilities of the Investment Managers

It is the Outsourced Chief Investment Officer's responsibility to select prudent investment managers to manage the assets. Such managers can include regulated banks or insurance companies; mutual funds registered under the Investment Company Act of 1940, or registered investment advisors. With respect to any mutual or other commingled funds that have been purchased by the Foundation, the prospectus or Declaration of Trust documents of the fund(s) will govern the investment policies of those assets.

The following guidelines apply to separately managed accounts.

Fiduciary Responsibilities

Each investment manager is expected to prudently manage the Foundation's assets in a manner consistent with the investment objectives, guidelines, and constraints outlined in this Policy Statement and in accordance with applicable laws.

Each investment manager shall:

- Be a bank, insurance company or be registered as an investment adviser under the Investment Advisers Act of 1940 (where applicable);
- Maintain adequate fiduciary liability insurance and bonding for the management of this account; and
- Acknowledge in writing that it is a fiduciary with respect to the assets under its management.

Proxy Voting

Absent delegation to another service provider, each investment manager is responsible and empowered to exercise all rights, including voting rights, as are acquired through the purchase of securities, where practical. The investment manager(s) shall vote proxies according to their established Proxy Voting Guidelines. A copy of those guidelines, and/or summary of proxy votes shall be provided to the Committee upon request.

VI. Investment Strategy

Selection Criteria for Investment Managers

Investment managers retained by the Committee should be chosen using the following criteria:

- The investment style and discipline of the investment manager;
- How well the investment manager's investment style or approach complements other investment managers in the portfolio;
- Level of experience, financial resources, and staffing levels of the investment manager;
- How consistent an investment manager is to the style for which they were hired;
- Reasonableness of expense ratios/fees;
- Past performance considered relative to other investments having the same investment objective. Consideration should be given to both consistency of performance and the level of risk taken to achieve results; and
- Stability of the organization.

Security Selection/Asset Allocation

- Except as noted below, each investment manager shall have the discretion to determine its portfolio's individual securities selection;
- The Foundation's portfolio is expected to operate within an overall asset allocation strategy defining the portfolio's mix of asset classes. This strategy, described below, sets a long-term percentage target for the amount of the portfolio's market value that is to be invested in any one asset class. The allocation strategy also defines the allowable investment shifts between the asset classes, above and below the target allocations; and
- The Committee is responsible for monitoring the aggregate asset allocation and may direct a re-balancing of assets to the target allocation on a periodic basis.

Diversification Requirements

The primary method to reduce risk for the Foundation portfolio is diversification through asset allocation. By allocating assets in different asset classes, the portfolio can reduce risk by avoiding concentration as well as reduce risk through the low-correlation between different asset classes.

Each investment manager has discretion regarding security selection and allocation within its respective portfolio. Unless otherwise noted below, under normal market conditions, each investment manager is expected to be invested consistent with its investment style as described in its relevant documentation. During an initial three-month period after being retained, the investment manager may hold cash and cash equivalents in larger proportions to invest their portfolio on an orderly basis.

To minimize the risk of large losses, each investment manager shall maintain adequate diversification in their portfolio subject to the constraints outlined in this investment policy, and in their investment management agreement with the Foundation.

Derivatives and Structured Products

The Committee understands that derivatives and structured products can be used to efficiently reduce the risk of the portfolio and to expand the return opportunities. However, when used improperly, they can also increase the risk of the portfolio. Before an investment manager uses any security other than standard securities (such as: exchange traded common stock; interest bearing bonds and cash equivalents), the security, derivative or structured product must be explained to and approved by the Committee. Derivatives are allowed to hedge an underlying position and may be used to take a long position in anticipation of a cash inflow. Once the cash is used to open a position in the underlying security, the derivative position should be closed out. No derivative or structured product is allowed that will increase the potential for loss greater than that of a long position in the underlying security.

Alternative Investments

Alternative investments represent investments in investment vehicles that seek to provide diversification through innovative and flexible strategies (such as the ability to short, add leverage and hedge). Investments in such vehicles are expected to provide diversification and the opportunity for capital appreciation. Diversification standards within each investment vehicle shall be according to the prospectus or trust document. Investments in these investment vehicles carry special risks. The fund(s) may utilize speculative investment strategies, trade in volatile securities, and use leverage to generate superior investment returns. The fund(s) may invest in illiquid securities for which there is no ready market and place restrictions on investors as to when funds may be withdrawn. Permitted alternative investments are Hedge Funds, Commodities, Managed Futures, Private Equity, Real Estate. Only investments in fund of fund vehicles that are diversified by investment style and typically utilize multiple investment managers within a fund are allowed.

Cash and Equivalents

It is generally expected that the investment manager will remain fully invested in securities; however, it is recognized that cash reserves may be utilized from time to time to provide liquidity or to implement some types of investment strategies. Cash reserves should be held in the custodian's money market fund, short-term maturity Treasury securities, and insured savings instruments of commercial banks and savings and loans.

Actions that may cause a significant deviation from these investment guidelines should be brought to the attention of the Committee and the consultant by the investment manager prior to execution. Such actions may be authorized by the Committee if it determines they do not constitute an inappropriate departure from the spirit of this Policy Statement. Similarly, unanticipated market action should also be brought to the attention of the Committee and consultant by the investment manager.

Exclusions

The Foundation's assets should not be invested in the following unless agreed to by the Committee pursuant to an approved strategy or specifically approved in writing by the Committee:

- Purchases of letter stock, private placements, or direct payments;

- Private placement convertible issues, also known as "144A" convertible securities;
- Commodities transactions unless by managers approved for that strategy;
- Purchases of real estate, oil and gas properties, or other natural resources related properties except for Real Estate Investment Trusts or securities of real estate operating companies;
- Investments by the investment manager in their own securities or of their affiliates, or subsidiaries (excluding money market or other commingled funds as authorized by the Committee); and
- Any other security transaction not specifically authorized in this Policy Statement.

VII. Constraints

Time Horizon

The time horizon is 5 to 7 years.

Liquidity Requirements and Spending

There is a Low liquidity need. There should be liquid assets of .50% of total assets maintained. The Foundation has a 5% spending policy. The spending rate is based on 5% of the average net assets of twelve (12) rolling quarters up to the December 31 balance of the prior year. Estimated annual cash outflows are \$1,700,000. Estimated annual cash inflows are \$2,000,000. Spending should come from unallocated cash, then from securities in order of liquidity upon recommendation of investment manager.

Donor Advised Funds Excess Business Holdings

The Pension Protection Act of 2006 amended section 4943 of the Internal Revenue Code to limit ownership of closely-held business interests in a donor advised fund. A fund's holdings, together with the holdings of disqualified persons (donor, advisor, members of their families and businesses they control) may not exceed any of the following:

- 20% of the voting stock of an incorporated business;
- 20% of the profits interest of a partnership, joint venture, or the beneficial interest in a trust or similar entity;
- Any interest in a sole proprietorship.

These limitations do not apply if the donor-advised fund hold an interest that does not exceed two percent of the voting stock and two percent of the value of business.

Donor-advised funds receiving gifts of interests in a business enterprise have five years from the receipt of the interest to divest holdings that are above the permitted amount, with the possibility of an additional five years if approved by the Secretary of the Treasury. To prevent a

violation of these rules, it is the Foundation's policy to divest itself of such holdings within five years from the date the Foundation acquired the asset. If that is not possible, the asset will be transferred to a new or existing fund that is not an advised fund.

Because they are not "business enterprises," the rule will not apply to most gifts of real property, although undeveloped land may become a business enterprise under some circumstances. Interests in investment partnerships and LLCs-including family partnerships, hedge funds, REITs, and so forth-are excluded from the definition of business enterprise if 95 percent or more of the entity's income is from passive source. Examples of other property gifts that are excluded because they are not business enterprises include: oil and gas interests (non-working); life insurance; tangible personal property (if it is not inventory); and remainder interest in personal residences and farms.

Tax, Legal / Regulatory and Unique Considerations

The Foundation is not subject to federal or state income taxes.

The Foundation is subject to the following regulation(s):

Uniform Prudent Management of Institutional Funds Act (UPMIFA):

UPMIFA is an act adopted by numerous states including Michigan. UPMIFA's primary purpose is the protection of endowment funds held on behalf of institutions. Essentially, it states that institutions shall act in good faith and with the care that an ordinarily prudent person in a like position would exercise under similar circumstances in their management of funds, considering a variety of factors. JCF acknowledges that UPMIFA governs its management of these funds and will serve as a guide for its distribution policy. Under UPMIFA, distributions are made considering seven factors: fund duration, fund and institution purpose, general economic conditions, effects of inflation and deflation, expected total return, other resources, and JCF's investment policy.

Values Based Investment Guidelines

Currently, there are no VBI constraints.

VIII. Performance Evaluation

As noted above, the consultant should be retained to provide quarterly performance measurement reports and the Committee should monitor the Foundation's performance on a quarterly basis. The Committee will evaluate the Foundation's success in achieving the investment objectives outlined in this Policy Statement over a three- to five-year time horizon and a full market cycle.

The Foundation's (and investment managers') performance should be reported in terms of rate of return (time-weighted and dollar-weighted) and changes in dollar value. At the time of

retention, the Committee and investment manager(s) will agree to appropriate benchmark(s). The returns should be compared to these appropriate market indexes for the most recent quarter and for annual and cumulative prior time periods. The Foundation's asset allocation should also be reported on a quarterly basis.

Risk as measured by volatility, or standard deviation, should be evaluated after twelve months of performance history have accumulated. An attribution analysis should also be performed by the consultant to evaluate how much of the Foundation's investment results are due to the investment managers' investment decisions, as compared to the effect of the financial markets. This analysis will use the policy index as the performance benchmark for evaluating both the returns achieved and the level of risk taken for the total portfolio and the individual investment managers.

IX. Guidelines for Corrective Action

The Committee recognizes the importance of a long-term focus when evaluating the performance of investment managers. The Committee understands the potential for performance over short-term periods to deviate significantly from the performance of representative market indexes. The Committee will not, as a rule, terminate an investment manager based on short-term performance. If the investment manager is sound and is adhering to its investment style and approach, the Committee will allow a sufficient interval of time over which to evaluate performance. The Committee expects that the consultant will provide guidance to help it determine an appropriate length of time. The investment manager's performance will be viewed considering the firm's particular investment style and approach, keeping in mind at all times the Foundation's diversification strategy as well as the overall quality of the relationship. The Committee, however, may require an extra level of scrutiny, or consider termination, of an investment manager based on factors such as:

- Any material event that affects the ownership or capital structure of the investment management firm, or the management of this account;
- Any legal or regulatory action taken against the manager;
- Any material servicing deficiencies, including a failure to communicate in a timely fashion significant changes as outlined in Section X of this Investment Policy Statement;
- Violation of the terms of the contract or changes to agreed upon services without prior written approval of the Committee;
- Significant style drift from the intended investment style that the manager was engaged to implement;
- Lack of diversification; or
- Lack of investment performance.

The investment manager may be replaced at any time as part of an overall restructuring of the portfolio or any other reason whatsoever.

X. Meetings and Communications

- As a matter of course, each investment manager should promptly communicate to the Committee and the Foundation's consultant any material changes in the investment manager's outlook, investment policy, and tactics.
- Each investment manager should be available on a reasonable basis for telephone communication when needed.
- Any material event that affects the ownership of each investment management firm, any brokerage affiliation of such firm, its key investment personnel, or its management must be reported promptly to the Committee and the Foundation's consultant.
- The Committee should obtain and review written performance measurement reports not less than quarterly.
- The consultant should generally meet with the Committee in person quarterly.
- Reporting of combined returns on the Foundation's investments:
 - a. Assets must be invested for at least one full calendar year.
 - b. All Investment accounts will be combined on a weighted average basis (weighted average = $W1Y1+W2Y2+W3Y3$).
 - c. Report on a 1, 3, 5, 10, 15...20-year basis.
 - d. Each manager will be required to give an annual return and a year-end account value so the Finance Committee can do the calculation.
 - e. The calculation will go from January 1 – December 31.
 - f. As an annual requirement, the Finance Committee will report to the Board of Trustees the weighted average returns so they can be published.

XI. Mission /Impact Investing

Statement of Purpose

The Jackson Community Foundations' (JCF) mission is to connect people and resources to causes that strengthen and build our community. Impact investing is an important philosophy and tool supporting this mission and holds the potential to unlock significant sums of investment capital to complement philanthropy and other resources in addressing pressing

challenges. At a time when communities need more resources, many foundations are seeking ways to have their endowment investments put to work to meet their mission and financial target returns. In support of this expanding trend on the part of foundations, JCF is committing a portion of its endowment investments to mission/social impact investing strategy.

Mission Consideration

The trustees understand their duty to be loyal to the Foundation's mission and always act in the sole interest of the beneficiaries of the charitable funds. The duties of loyalty and prudence may include the consideration of the Foundation's financial and non-financial interests. The trustees may make investments that are consistent with the organization's investment objectives while also supporting its charitable mission. Prudent financial management practices may include the consideration of environmental stewardship, concern for community, and corporate accountability to shareholders and stakeholders as these issues connect to the organization's mission. Where appropriate and identifiable, the trustees commit to monitoring the social impact of these mission investments in conjunction with financial performance and risk of the strategies.

Definition of Mission/Impact Investing

Mission/Impact investments are investments made into companies, organizations, and funds with the intention to generate measurable social and environmental impact alongside a market rate financial return.

Scope

This policy applies to all investments that the Finance Committee has separated into the mission/impact investing category.

Fiduciary Duty

Same as JCF's overall IPS

Guidance

Investment recommendations for this category will come from the JCF Board of Trustees along with the management team as they work to educate and inform JCF members about this expanding strategy. The JCF Board of Trustees are responsible for evaluating the impact of mission/impact investments to determine if JCF should consider investing in specific opportunities. The JCF Finance Committee will be responsible for vetting those recommendations as they would with any other investment opportunity to assist the Board in complying with its fiduciary responsibility under UPMIFA. The Finance Committee will report back to the Board regarding any investment issues they feel the Board needs to consider, including recommended investment amount, with the Board making the final decision regarding the investment.

Objective

An individual mission/impact related investment shall be considered in the context of the overall portfolio for consistency with the overall portfolio's objectives, circumstances, and

constraints. The investment objective of a mission/impact investment is to generate a return like or higher than that of an appropriate market benchmark with a comparable level of risk.

Asset Allocation

An allocation up to 5% of the endowed assets may be directed to mission/impact related investments as defined above, with a guideline for a recommended minimum investment of \$250,000.

Performance

Investment performance for this category will be measured individually as well as factored into the overall performance of the entire JCF Endowment investment pool. Benchmarks for this category will be based on the appropriate benchmarks as determined by the Finance Committee.

This Policy Statement is intended to be a summary of an investment philosophy that provides guidance for the Committee and other parties responsible for the management of these assets. It is understood that there can be no guarantees about the attainment of the goals or investment objectives outlined here.

As noted previously, this Policy Statement was prepared based on the information provided in the Merrill Lynch Investment Policy Statement Service Questionnaire. It is the Committee's responsibility to provide all the necessary and relevant information for its preparation and the Policy Statement should be reviewed periodically to ensure that it is accurate and complete. Any changes to this information would significantly impact this Policy Statement.

XII. Approval

This Policy Statement has been prepared for the review and approval of the Board of Trustees. It is recommended that the Foundation's other professional advisors, such as an attorney, actuary, and/or accountant, review the Policy Statement. These professionals should be called upon by the Board of Trustees to check relevant documentation, particularly in the case of trusts or retirement plans or where there are legal constraints or prohibitions that impact the Foundation's investment portfolio. The review and approval of the Policy Statement is the ultimate responsibility of the Board of Trustees.

Upon final approval by the Board of Trustees, the Investment Policy Statement should be sent to the Foundation's investment managers. It is the Foundation's responsibility to confirm the investment manager's acceptance of the Policy Statement, and it is the investment manager's responsibility to adhere to the Policy Statement in managing the Foundation's account.

It is understood that this Investment Policy Statement is to be reviewed periodically by the Foundation to determine if any revisions are warranted for any reasons including changing circumstances such as, but not limited to, changes in financial status, risk tolerance, or changes involving the Investment Managers.

By: _____
President and CEO

Date

RECOMMENDED BY:	FINANCE COMMITTEE
RECOMMENDATION DATE:	NOVEMBER 2, 2023
APPROVED BY:	BOARD OF TRUSTEES
APPROVAL DATE:	NOVEMBER 30, 2023
NEXT REVIEW DATE:	NOVEMBER 2024
REQUIRED BY NATIONAL STANDARDS:	YES