



Operating Principles of the Board of Directors

Vision, Mission and Values - Embracing the vision, mission and values of the Foundation.

Honesty, Trust and Respect - Working together as a Board and staff team with trust and respect by treating one another as we would want to be treated. Willing to review all issues closely and candidly, respectful of others' opinions, and making a conscientious and honest personal assessment.

Innovation and New Directions - Willing to explore new directions in program development and grant making processes if needed especially in response to changing needs in our communities of interest. While adhering to the Strategic Plan as the roadmap for grant making decisions, considering requests that may require the Foundation's support and civic leadership role in Kansas City.

Organizational Transparency - Communicating openly and consistently with all Board colleagues and staff recognizing that this will promote efficiency and effectiveness in doing Foundation business as well as unity among the Board and staff team.

Consensus Decision Making - Making decisions based on consensus ensuring that we make time to hear all views and work with colleagues to reach group decisions that are supported by all members of the Foundation team in public.

Reaching final decision by 2/3 prevailing vote on grant proposal decisions if necessary.

Teamwork - Working as a team that values and respects differences and promotes creativity, unity and sharing of responsibilities.

Life-long Learning - Committing to evaluate ourselves individually and as a Board, and participating in board development and learning opportunities.

Stewardship - Serving as stewards of the Foundation's assets for the greater good of the community and the public interest.

Accountability - Being accountable to one another in conducting Foundation business and helping one another in abiding by these Operating Principles and operating at all times within the laws and regulations applicable to family foundations.

Full Disclosure - Avoiding any real or perceived conflict of interest by abiding by the Foundation's Conflict of Interest policy and ensuring prompt disclosure whenever it may exist.

Confidentiality - Respecting the confidentiality of Board matters and discussions.

Productive Work Environment - Creating a collegial work environment that is productive, efficient and effective, and supportive to all Board and staff members, and encourages positive working relationships.

Reflection and Recognition - Working smart and productively while making time to reflect on outcomes and accomplishments.