

Our Unity Statement

One Mission. Many Communities. Shared Impact.

We are one organization, united by a shared mission, *Building Stronger Communities Through Charitable Giving*, and strengthened by the diversity of the communities we serve. While we have affiliates that operate in different places and respond to local needs, we are bound together by common values, mutual trust, and a commitment to steward our mission with integrity.

Our organizational structure reflects a core belief: local leadership matters. Our 18 affiliates are closest to their communities, their donors, and their partners. Their insights, relationships, and responsiveness are essential to our collective success. At the same time, we recognize that our shared identity, standards, and reputation are what allow us to operate with credibility and scale. As we are but one organization.

How We Work Together

We function as a network, not a hierarchy. The central office exists to support, align, and amplify the work of affiliates—not to replace local decision-making. Affiliates are not extensions of the central office, but rather essential extensions of our organization in a shared endeavor.

Together, we commit to:

- **A Shared Mission and Values:** We are united for a common purpose and guided by shared values that shape how we serve, lead, and steward resources. Yes, locally may be stated differently but all align to our mission in serving rural philanthropy.
- **Common Standards, Local Voice:** We uphold consistent standards where trust, stewardship, and accountability are essential, while honoring local autonomy in how communities are served.
- **Mutual Accountability:** Accountability flows in all directions. Affiliates and the central office are responsible to one another for transparency, integrity, and mission alignment.
- **Collective Learning and Strength:** We learn from one another, share best practices, and recognize that when one part of the organization grows stronger, the entire network benefits.

Our Commitment to One Another

We commit to communicating openly and respectfully, addressing challenges collaboratively, and making decisions with the health of the whole organization in mind. We acknowledge that differences in perspective are natural—and valuable—when approached with curiosity, humility, and shared purpose.

We believe unity does not mean uniformity. It means alignment. It means trust. It means understanding that what unites us is stronger than what distinguishes us.

Our Promise

By working together as one organization with many expressions, we expand our reach, deepen our impact, and strengthen the communities we serve.

Individually, we are effective. Collectively, we are powerful.

This organizational unity is not just structural—it is relational, intentional, and ongoing. It is how we honor our mission, support one another, and build lasting impact for the future.