

**COMMITTEE CHARTER FOR THE
MISSION-RELATED INVESTMENT COMMITTEE**

Mission Statement

The Mission-Related Investment Committee will assist the Board of Trustees in fulfilling its oversight responsibility for a portion of the investment assets of the foundation carved out from the total endowment of the foundation (the "MRI Endowment") to be invested in such a manner as to deliver significant mission impacts while meeting the investment objectives of the foundation stated in the investment policies and guidelines. The committee monitors the management of the MRI Endowment for compliance with the foundation's investment policies and guidelines. The committee also tracks the foundation's compliance with performance objectives over time, including performance related to achieving mission-related goals.

Organization

- a. Membership on the committee will overlap with membership on the Investment Committee, such that a majority of the trustees serving on the committee at any given time will also serve on the Investment Committee.

Roles and Responsibilities

The committee shall:

- a. Establish investment guidelines for the MRI Endowment, including the MRI Policy Portfolio, regarding asset classes, asset allocation ranges and prohibited investments, as well as mission-related goals and means of measuring impact. The committee shall inform the board periodically of changes made to the investment guidelines for the MRI Endowment.
- b. Oversee investment and reinvestment of the MRI Endowment. The committee may delegate investment functions to officers and employees of the foundation and to external investment managers.

- c. Monitor the management of the MRI Endowment by reviewing written reports from staff and by discussions with staff at committee meetings that focus on the primary determinants of returns, including asset allocation and investment strategy, as well as mission impact.
- d. Evaluate investment performance of the MRI Endowment based on a comparison of actual returns with the foundation's absolute return objective, and with such other benchmarks as the board or committee may from time to time select. The evaluation will take into account compliance with investment policies and guidelines and risk levels.
- e. Evaluate mission impact of the MRI Endowment based on benchmarks as the board or committee may from time to time select.
- f. Determine the annual incentive compensation pool, if any, for professional mission investments staff based on the recommendation of the president and in accordance with the foundation's Mission Investments Staff Incentive Award Plan.

Approved as of June 24, 2021