



## WHY THE FOUNDATION EXISTS

At The Hignell Companies Foundation we closely align with our corporate mission: Creating Caring Communities that Transform Lives. Our focus clearly states who we are and our core beliefs. We start with our employees and seek to build opportunities within our managed communities and the community at large.

### **Our giving reflects our trust in God:**

- To bring transformation within our sphere of influence: our employees, our customers, the communities we serve and beyond.
- To make our company a supernatural incubator from which people are launched into their divine destiny.
- To provide financial resources beyond our wildest expectations: to meet the needs of employees, customers, and community for whom we are called to care.

And, our methods are simple: we work in and through relationships, seek to honor and encourage one another, demonstrate unwavering integrity, practice uncommon generosity, and foster growth and innovation.

Our giving programs—our Employee Care Fund and our Community Impact Fund—embody these principles and beliefs. Our hope is that we might reflect God’s love through our own practice of uncommon generosity and truly inspire our employees and the community at large to live out their divine destiny.

### **Major Impact Initiative**

Each year the Executive Team and the Community Impact Advisory Team may choose a major impact initiative to focus some or all of the giving for the year. In addition to monetary grants, employees of The Hignell Companies Foundation will be invited to offer gifts of time to focus on this initiative.

## COMMUNITY IMPACT FUND

The Community Impact Fund of The Hignell Companies Foundation provides financial resources for the community in areas of desired impact for the company. All grant applications are reviewed by the Community Impact Fund Advisory Team, made up of employees from The Hignell Companies. Grants are available for industry investment, social welfare, community betterment, and Christian spiritual growth and transformation.

### **Eligibility Criteria**

- 501(c)(3) or charitable equivalent
- Grant request meets one of the funding priorities
- Educational institutions (best term to be determined)
- Individuals may apply for industry related educational scholarships (with Hignell employee recommendation)



### Fund Priorities

- Industry Related Educational Scholarships
- Social Welfare
- Community Betterment
- Christian Spiritual Growth and Transformation

### Finances

- Average gift size: \$200-\$1000
- The average gift amount is not guaranteed and in some cases a lesser amount will be awarded.
- Each organization or individual may receive one grant per year.
- Quarterly deadlines: Jan.1, Apr. 1, July 1, Oct. 1
- Grants will be awarded: Feb. 1, May 1, Aug. 1 (to go towards Annie B's match), Nov. 1

### Process

The Community Impact Fund Advisory Team is comprised of The Hignell Companies' employees who are charged with reviewing applications for the Community Impact Fund and making recommendations for final approval.

1. Interested organizations or individuals will go to the website to download guidelines and an appropriate application form.
2. Organizational representative or individuals will fill out the form and submit to the Liaison.
3. When a final determination is made, the Liaison will notify applicant and process the grant for payment.
4. Questions or comments may be addressed to The Hignell Companies Foundation Liaison, Tina Rosenquist at Tina@Hignell.com.

## GUIDELINES FOR EACH PRIORITY

### 1. Industry Related Educational Scholarships

Scholarships are intended for high school, college students or alternative students in related industries such as property management, property, construction management, carpentry, cleaning, electrical, HVAC, etc. Grants can provide funds to cover fees or tuition for educational programs and conferences. An employee recommendation is required to accompany an application.

### 2. Social Welfare

The Social Welfare priority focuses on widows, orphans, at-risk and vulnerable populations such as women, children, seniors and the disabled in order to improve their futures and ease the strain of daily life.

### Examples of FUNDABLE projects:

- Job retraining programs
- Independent living skill development
- Special outings, camps and excursions
- Emergency shelter or rehabilitation facilities



### 3. Community Betterment

The Community Betterment priority focuses on public safety, and programs that enhance the habitability of our community for all citizens.

**Examples of FUNDABLE projects:**

- Collaborative safety projects
- Sober grad night
- Specialized task forces
- Equipment
- Homeless service provision
- Programs that encourage community service

### 4. Christian Spiritual Growth/Transformation

The Hignell Companies Foundation is interested in investing in the personal and spiritual development of individuals served by nonprofits in the community.

**Examples of FUNDABLE projects:**

- Mission Trips
- Conference fees
- Counseling fees
- Books or other materials
- Retreat fees
- Group training or special speakers