

Dear Board of Trustees,

Last September, staff at ACF engaged in our first Mission, Vision and Values session with SolFire consulting.

In follow up to the Values presented at the Q3 Board of Trustees meeting, we are proud to present an updated Vision, included in the Strategic Plan draft, for the organization we are all so dedicated to.

In reshaping the Vision, we deeply thought about what we hope for the community we are proud to serve, and our role in shaping that future. It was critical for the Vision to be less about the Foundation itself, and instead, about the outcomes to which we aspire, hope to catalyze, and be a partner with others in creating.

Similar to the Values, we reflected both what we care about today, and what we want to embody and manifest in the future. We knew that we wanted to position our foundation as a partner that, in truth, belongs to the community. We knew that we wanted to include equity specifically. We knew that we hoped to create statements that were bold enough to carry us over time, but yet would be flexible enough to adapt to new learning and growth. We wanted to acknowledge the broad nature of the work we do, and tie those to what we believe creates a vibrant, thriving and equitable community.

We hope you see these priorities reflected clearly in what we have produced. We have produced statements that are aspirational, since we believe that a bold vision is what will make change come to pass in our community. We have included comments to show our thoughts behind word choice, phrasing, etc.

There were also challenges - and in line with our value of accountability and transparency, we also want to share those with you.

- We struggled with words like “community” which despite their broad definition, have often been used in more limited way to define some groups over others.
- We recognize that developing statements like values and vision takes time and needs spaciousness - difficult to do at this particular juncture of time
- We understand the challenge, opportunity and commitment needed to aspire to this vision; we want our Vision to direct the work we do and lead to actionable change

Staff discussed the importance of reviewing and/or developing the following complementary items to ensure that we have shared enough context to support the updated Values and Vision.

- Being more clear around the four county area we serve throughout all our communications
- Publishing definitions around key terms to help develop shared language and clarity about what we mean (ie Equity, Community, etc)
- Developing and publishing statements around what we believe Equity means for our organization, how we define it, and how we plan to include Equity in our work
- Examples of how we strive to achieve our Vision
- Eventually, tying our metrics and key performance indicators to the vision we strive for
- Bringing in the voices of our diverse stakeholders - donors, Trustees, nonprofits, philanthropy peers, and more - to assess different perspectives on our Values and Vision.

Together, Staff is proud to share our work - we feel it captures both our legacy and our future, and the spirit of leadership with which we hope to approach our position in the community.

With a deep spirit of hopefulness and unity,
The Staff of Albuquerque Community Foundation

Vision¹

A strong community²...

- Has a foundation built by and for all people, that works as a partner, ally, and catalyst for a better future
- Works toward equity, justice, and healing³ by addressing systems of oppression and harm
- Provides high quality educational opportunities without debt or barrier
- Gives everyone access to healthcare, affordable housing, secure & healthy food sources, and safe neighborhoods
- Has a rich, well-preserved history and an environmentally sustainable future
- Creates economic opportunities for all and ensures long-term economic prosperity
- Nurtures artistic and cultural development while sharing learning opportunities with all
- Builds a sense of belonging and helps all people achieve their personal definition of success

This is the future we want to build.⁴

¹ We felt strongly the vision was aspirational, and aligned to the broad areas that we work -- notice the alignment to our Fields of Interest. We also hope that in the future, we can tie goals and key performance indicators to this vision.

² "Community" - We continue to have deep discussions about the word "community". You will notice that we do not define community in this document, nor do we set out who is included/excluded. We think it is virtually impossible to put into writing all the diverse and myriad identities that make up our ACF family. We also are grappling with the preceding word - "the" community often feels too impersonal. However, "our" community runs the risk of implying that we have an element of possession over the community. Currently, we are using "our community" as general best practice, but want to name all of the thought and learning behind that.

³ "Equity, justice, and healing" - We think it is important to be explicit about equity as it specifically pertains to racial justice, and we think it is important to name communities that have been historically underresourced and marginalized. However, we have decided not to include that specific language in this work because we hope our M/V/V will be "evergreen" and adaptable to changing times, expectations, and vocabulary. We do plan to explicitly address race and communities that experience systemic marginalization in our supplemental materials. We have faith that the ACF community of the future will have the trust, integrity, and accountability to reassess our equity statements and ensure that they are what is most needed by our community at the time.

⁴ We originally included geographic language here (i.e. "this is the future we want to build for the four-county ABQ area) in an attempt to define our service area. Any attempt to define the area led to questions about who was being excluded. We felt that defining our area in a more broad sense, such as the state of New Mexico, was not accurate to our priorities and the main work that we do. For now, we've settled on not using a place or group definition here, as we intend to set that out more clearly in supplemental materials.