

Dear Carl and Bill,

Thank you for taking the time to share your thoughts through conversations with me, Emily Allen and Debbie Harms and your recent letters. Most importantly, thank you for the many years of generosity, leadership, and care you have invested in the Albuquerque Community Foundation (the “Foundation”). Your contributions as donors, past Trustees and Chairs of the Board of Trustees of the Foundation and the New Mexico Community Trust (“NMCT”), and as overall champions have been instrumental in building the two Foundations that exist today.

Carl, I am deeply saddened to hear of your decision to disengage from the Foundation, especially given your long-standing commitment and the close personal regard for the Foundation and its work, which you’ve expressed. I hope over time, you will be able to reconsider your decision.

Bill, since your letter did not state an intent to disengage with the Foundation, I hope over time you will be able to become comfortable with the Foundation’s ongoing work of serving the needs of the Greater ABQ Metro Area and the State.

I want to acknowledge your concerns regarding the Foundation’s direction and the emphasis on diversity, equity, and inclusion, its relatively new focus on service to the LGBTQ+ community, as well as the feelings of diminished donor recognition and outreach. Your perspective—and that of other major donors—is critically important to us. It pains me that despite multiple conversations, and actions taken by the leadership team of the Foundation, you feel your voices have not been heard or acted upon as meaningfully as you deserve.

Our Board of Trustees and leadership remain steadfast in their commitments to the Foundation’s mission, vision, and values, serving as *the community’s foundation*, and supporting a broad spectrum of community needs, fostering connection, and advancing work that strengthens our entire community. This commitment will continue to guide our decisions and actions.

Our commitment to diversity, equity, and inclusion is core to a vibrant culture of philanthropy. We believe that a thriving community is one where everyone has the opportunity to contribute and benefit, and that lasting progress comes when we work across differences to address barriers, increase access, and bring all voices to the table. These principles are not about excluding anyone; they are about ensuring the Foundation’s

work truly reflects and serves the full breadth of our community, today and for generations to come.

I want to assure you that while our work continues to evolve to meet the diverse needs of our community, we are, and will always be, committed to serving the varied interests of all our donors from the Foundation's creation 44 years ago to today. Further, we are, and will always be, committed to building and stewarding resources, to support those varying donor priorities, and making strategic grants that strengthen Albuquerque and New Mexico.

I will always value the role you both have played not only in the Foundation's success, but in my own. Your passion, generosity, and insights have shaped my personal leadership and perspective, and I have valued every conversation we have shared—even when we have disagreed. This is a time that I trust we can sustain the personal relationships we have built together while we journey through rebuilding your trust and pride in the ongoing work of the Foundation. I remain hopeful that you will support Marisa in her new role beginning in 2026 as President & CEO and in service of the community and organization we all care about so deeply.

With gratitude and respect,

A handwritten signature in blue ink, appearing to read "R. Randall Royster", with a long horizontal flourish extending to the right.

R. Randall "Randy" Royster

President & CEO  
Albuquerque Community Foundation