

Subject: Code of Support Foundation Trustee Board Members Give or Get Goal Policy

The Code of Support Foundation (COSF) Board of Trustees established a “give or get” (“give-get”) commitment for all trustees. During the Annual Meeting in October 2018, the COSF trustees increased the give-get commitment for each trustee to \$10,000 per annum. This commitment shall be met during each term for trustees, from January 1 to December 31 (“Trustee Term”).

The goal of the give-get is to set a minimum performance standard for board membership in order to support operational needs, and the give-get amount should be effectively undiluted and not offset by costs. For example, gala dinner tables have substantial costs associated with them, and as a result are treated separately, as described below.

Individual trustees can request an exception to the give-get policy due to individual contribution circumstances. The request should be made in writing to the COSF Chairman.

For the purpose of the give-get goal, the sum of the following funds received in any Trustee Term will be counted toward each trustee’s annual \$10,000 commitment:

- A. Personal contributions made by the trustee;
- B. Individual donations coming from one of their contacts or identified sources identified by the trustees;
- C. Grants identified or pursued and subsequently received from the trustee’s contacts;
- D. Individual, corporate, or foundational sponsorships identified, pursued and subsequently received from the trustee’s contacts;
- E. Written commitments for sponsorship, donations or grants, which will be recognized in the year recorded in compliance with accounting standards for the revenue to be recognized, and not counted when cash is actually received;
- F. Sponsorships to any COSF designated events, such as the annual Toast to Our Troops Gala, running, biking, golfing, etc. (trustees may host their own COSF fundraising event and the net profits of the event shall be credited toward the Give-Get);
- G. The cash value of in-kind donations, such auction items, rent, transportation, food, etc. (does NOT include personal time);
- H. Sales of tickets and tables for annual gala, counted as 50% of the funds raised (in other words, a trustee can meet the annual \$10,000 give-get commitment by selling \$20,000 worth of tickets or tables).

These are minimum commitments. Additional fundraising goals may be requested as needed.

Trustees who at least double their minimum standard will be eligible for two complimentary tickets to the annual gala.

The Chair of the COSF will provide each trustee a reconciliation of their progress toward the give-get goal at a minimum of twice per annum, itemized based upon the outlined categories above.