

Endowment & Investment Policy of Ghosts Worth Chasing

Ghosts Worth Chasing is a Pennsylvania nonprofit corporation recognized under Section 501(c)(3) of the Internal Revenue Code. This Endowment & Investment Policy establishes the standards and principles governing the stewardship, investment, and oversight of endowment-designated assets, ensuring disciplined fiduciary management, preservation of long-term purchasing power, and alignment with the organization's charitable mission.

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1. Purpose

The purpose of this **Endowment & Investment Policy** ("Policy") is to establish guiding principles for the stewardship, investment, and management of endowment-designated funds held by **Ghosts Worth Chasing** (the "Organization").

This Policy reflects the Organization's commitment to long-term sustainability, disciplined stewardship, and the preservation and growth of capital to support charitable impact over time.

2. Scope

This Policy applies to all funds designated by the Board of Directors as endowment or endowment-designated assets, whether donor-restricted or board-designated.

This Policy operates as further described in the Organization's internal ethical investment guidelines which provides additional guidance on permissible investment considerations.

3. Endowment Philosophy

The Organization's endowment exists to:

- Provide long-term financial stability
- Support charitable activities across economic cycles
- Reduce reliance on continuous external fundraising

The endowment shall be managed with a long-term investment horizon, recognizing that short-term volatility is acceptable in pursuit of durable, long-term growth.

4. Fiduciary Responsibility

The Board of Directors holds ultimate fiduciary responsibility for oversight of endowment assets.

The Board may delegate investment management and monitoring responsibilities to an Investment Committee, external advisors, or professional managers, provided that fiduciary accountability remains with the Board.

All individuals involved in endowment oversight are bound by duties of care, loyalty, and obedience.

5. Investment Objectives

Endowment assets shall be invested with the following objectives:

- Preservation of purchasing power over time
- Long-term capital appreciation
- Reasonable risk management consistent with the Organization's time horizon
- Alignment with the Organization's mission and ethical standards.

6. Asset Allocation

The Board shall determine and periodically review the target asset allocation for endowment assets.

Asset allocation decisions shall reflect the Organization's long-term horizon, risk tolerance, liquidity needs, and anticipated grantmaking obligations.

The Board acknowledges that deviation from target allocations may occur due to market conditions and shall address such deviations prudently.

7. Spending and Use of Endowment Funds

The Board shall establish guidelines governing the use or spending of endowment funds, if any, consistent with applicable law and the Organization's long-term sustainability goals.

Absent specific Board authorization, endowment-designated funds shall not be used for routine operating expenses or short-term grantmaking.

8. Ethical and Mission Alignment

Endowment investments shall be guided by ethical considerations and mission alignment, as reflected in the Organization's internal ethical investment guidelines. The Organization seeks to balance long-term financial return objectives with responsible stewardship and alignment with its values.

9. Declining Gifts

The Organization reserves the right to decline any gift that does not align with this Policy, the Grant Engagement Posture Policy, or the Organization's values, mission, or operational capacity. Declined gifts shall be handled respectfully and professionally.

10. Conflict of Interest

All gift acceptance decisions shall comply with the Organization's Conflict of Interest Policy. Any potential conflicts must be disclosed and managed appropriately.

11. Monitoring and Review

Endowment investments shall be reviewed periodically by the Board or its designees to assess performance, risk exposure, and continued alignment with this Policy.

Adjustments to strategy or allocation may be made as necessary to reflect changing circumstances or long-term objectives.

12. Recordkeeping and Reporting

The Organization shall maintain appropriate records related to endowment investments, including investment statements, performance summaries, and allocation decisions, in accordance with its Financial Controls & Financial Procedures Policy and Record Retention & Data Privacy Policy.

13. Review and Amendment

This Policy shall be reviewed periodically by the Board of Directors and amended as necessary to reflect the Organization's growth, funding profile, and strategic direction.

14. Adoption

The Board of Directors of Ghosts Worth Chasing, a Pennsylvania nonprofit corporation, hereby adopts the **Endowment & Investment Policy** as of the date written below.

This policy is effective immediately and shall remain in effect until amended, replaced, or repealed by the Board of Directors.