



CONFLICT OF INTEREST POLICY

Central Indiana Community Foundation, Inc. (“CICF”) recognizes that it can best accomplish its mission when employees, board members and others associated with CICF are actively engaged in the civic life of the community. As a result, from time to time, conflicts will arise. One of the duties of a decision maker is loyalty. This duty states that a decision maker should be faithful to an organization’s best interest and not use their organizational position or knowledge to advance a personal agenda at the organization’s expense. A decision maker is a member of the CICF Board of Directors (the “CICF Board”), committee member, or paid staff member of CICF (collectively, the “CICF Decision Makers”).

The purpose of this policy is to protect the integrity and reputation of CICF, ensure compliance with applicable laws and regulations, and guide the CICF Decision Makers in identifying, disclosing, and managing conflicts of interest. The CICF Nominating and Governance Committee, with support from CICF’s General Counsel, is responsible for the administration of this policy.

A conflict of interest exists when a CICF Decision Maker’s personal, financial, or organizational interests could interfere, or appear to interfere, with the best interests of CICF and/or the other entities comprising the CICF Collaborative (collectively, CICF and the other entities comprising the CICF Collaborative shall be referred to as the “CICF Collaborative”). Conflicts may be actual, potential, or perceived.

For purposes of this policy, family members shall include: a spouse, domestic partner, parents, children and their spouses, siblings and their spouses, in-laws, grandparents, grandchildren, and any individual residing in the CICF Decision Maker’s household.¹

1. Each CICF Decision Maker has the responsibility to disclose the following:
 - a. Board membership or significant policy-level volunteer relationship with a charitable organization.
 - b. Any financial relationship involving the CICF Decision Maker or any member of their family with a CICF Collaborative entity, vendor, or employee.
 - c. Any other existing, potential, or perceived conflict of interest.
2. During discussion by the CICF Board regarding grants, contracts or financial relationships, any possible conflicts shall be disclosed before discussion begins. The minutes of the CICF Board meeting shall reflect this disclosure.

¹ With respect to relevant Indiana law, the Indiana Nonprofit Corporation Act does not provide its own definition of “family member” specific to conflicts of interest. However, Ind. Code § 23-1-35-2 sets standards for corporate director conflict transactions, requiring disclosure of material financial interests held by a board member or by a related party. This policy adopts a widely accepted nonprofit standard that aligns with IRS requirements and common Indiana nonprofit practice.



3. In cases where a conflict of interest is disclosed, the CICF Decision Maker shall recuse themselves from discussion and abstain from voting on any action. The minutes of the CICF Board meeting shall reflect this disclosure.
4. Annually, at or immediately following the March meeting of the CICF Board, each CICF Decision Maker must sign a Conflict of Interest Disclosure Form, acknowledging that they have read and agree to be bound by this Conflict of Interest Policy. This Conflict of Interest Disclosure Form shall also be used to disclose conflicts of interest.
5. Signed Conflict of Interest Disclosure Forms are maintained by CICF for all CICF Decision Makers.
6. Following the March meeting of the CICF Board, the CICF Nominating and Governance Committee shall meet to review the Conflict of Interest Disclosure Forms. Any disclosed conflicts of interest the Nominating and Governance Committee determines needs to be addressed with the CICF Board shall be discussed at the May meeting of the CICF Board, unless the Nominating and Governance Committee determines that the disclosed conflict of interest must be addressed sooner, in which case the CICF Board Chair and the Nominating and Governance Committee shall determine how best to proceed.
7. Annually, the Finance and Audit Committee will review Conflict of Interest Disclosure Forms and ensure information is properly recorded on Schedule L for Form 990.



ATTACHMENT A

For 2025 Form 990

The following is a list of individuals that were officers, directors, trustees, key employees, and highly compensated employees with respect to Central Indiana Community Foundation, Inc., The Indianapolis Foundation, Inc., Hamilton County Community Foundation, Inc., IMPACT Central Indiana, LLC, and affiliated supporting organizations in **2025**.

Name	Title
Employees and Officers	
Jennifer Bartenbach	CEO, Central Indiana Community Foundation, Inc. ("CICF")
Ahmed Young	President & CEO, The Indianapolis Foundation, Inc. ("IF")
Danielle Stiles-Polk	President, Hamilton County Community Foundation ("HCCF")
Tamara Winfrey-Harris	President, Women's Fund, a fund of CICF
Jenny Boyts	President, The Parks Alliance of Indianapolis
Karen Jung	Nextech Executive Director
Jeff Bennett	Chief Innovation Officer, CICF
Leigh Riley Evans	VP of Equity and Policy, IF
Grace Findley	Chief Development and Partnerships Officer, IF
Rob MacPherson	VP of Development and Strategy, IF
Amanda Massey	VP of Development and External Engagement, HCCF
Rachel McIntosh	VP of Grantmaking, IF
Erin Tanner	Chief Financial Officer, CICF
Jennifer Turner	VP of Philanthropy, CICF
Michael Twyman	Chief Equity Officer and Innovation Officer, IF
Sarah Weaver	General Counsel & Chief of Staff, CICF
Lacy Wooden	VP of People, Culture and Brand, CICF
CICF Board	
Lisa B. Allen	Board Member
David Becker	Board Member
Kathy Davis	Board Member
Andrea Fonseca	Board Member

*Approved by the Central Indiana Community Foundation, Inc. Board of Directors
March 2026*



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Jasmin French	Board Member
John David Hoover	Board Member
Duane Ingram	Board Member
Lacy Johnson	Board Member
Seth Morales	Board Member
Kristy Murphy	Board Member
Martha O'Connor	Board Member
Una Osili	Board Member
Eddie Rivers	Board Member
Marya Rose	Board Member
Kameelah Shaheed-Diallo	Board Member
Michael (Mike) J. Simmons	Board Member
Cynthia (Cindy) Simon Skjodt	Board Member
Charles (Charlie) P. Sutphin	Board Member
Nichole Wilson	Board Member
IF Board	
Kathy Davis	Board Member
John David Hoover	Board Member
Lacy Johnson	Board Member
Martha O'Connor	Board Member
Kameelah Shaheed-Diallo	Board Member
Cynthia (Cindy) Simon Skjodt	Board Member
HCCF Board	
Lisa Allen	Board Member
Adam Arceneaux	Board Member
Tom Bayer	Board Member
Craig Crosser	Board Member
Betsy Garfield	Board Member
Gina Giacone	Board Member
Bryan Glover	Board Member
Tanya Hand	Board Member
Mark Heirbrandt	Board Member
Danette Howard	Board Member
Tonya Hyatt	Board Member

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Kashif Kahn	Board Member
Nicole Lorch	Board Member
Jay Merrell	Board Member
Kristy Murphy	Board Member
Barney Quinn	Board Member
Eddie Rivers	Board Member
Lauren Salerno	Board Member
Tonya Towner	Board Member
Bridget Shuel-Fancher	Board Member
Corby Thompson	Board Member
Milton (Milt) O. Thompson	Board Member
Susan Wagner	Board Member
Joint Investment Board	
David Becker	Board Member
Juan Gonzalez	Board Member
Greg Hahn	Board Member
Ivan Hoffman	Board Member
Lacy Johnson	Board Member
David Knall	Board Member
Andrea McGordon	Board Member
Marni McKinney	Board Member
John Quinn	Board Member
James Roederer	Board Member
Charles (Charlie) Sutphin	Board Member
Corby Thompson	Board Member
Jean Wojtowicz	Board Member
McCaw Family Foundation Board	
Jennifer Bartenbach	Board Member
Nora Dietz-Kilen	Board Member
Tom Lazzara	Board Member
Betsy McCaw	Board Member
Bruce C. McCaw	Board Member
Carson McCaw	Board Member

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David McCaw	Board Member
Jamie L. McCaw	Board Member
Sarah Weaver	Board Member
Tamara Winfrey Harris	Board Member
Dan Yates	Board Member
Nextech Board	
Jeff Bennett	Board Member
Stephanie Bothun	Board Member
Scott Dorsey	Board Member
Mary Kay Huse	Board Member
Alan Lindsey	Board Member
Jen Oleksiw	Board Member
Ashley Vukovits	Board Member
Sheehan Charitable Foundation Board	
Jennifer Bartenbach	Board Member
Roger Drayer	Board Member
Kevin Gottschalk	Board Member
Patrick Gottschalk	Board Member
William Hanke, M.D.	Board Member
Michael Rechin	Board Member
Tracey Sheehan	Board Member
Danielle Stiles-Polk	Board Member
The Parks Alliance of Indianapolis Board	
Vincent Ash	Board Member
Jennifer Bartenbach	Board Member
Sharon Clark	Board Member
Lesley Gordon	Board Member
Mark Houdek	Board Member
Sarah Iglehart	Board Member
John Jackson	Board Member
Eddy Lux	Board Member



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Andy Mallon	Board Member
Kevin Osburn	Board Member
Jenn Schimmelpfennig	Board Member
Tanya Searcy	Board Member
Victoria Temple	Board Member
Women's Fund Advisory Board	
Waseema Ali-Ansari	Board Member
Tavonna Harris Askew	Board Member
Jennifer Bartenbach	Board Member
Jane Beaman	Board Member
Beatrice Beverly	Board Member
Christina Cheeks	Board Member
Ceceily Cliff	Board Member
Monique Hill French	Board Member
Beverly Chu Horton	Board Member
Tosha Huddleston	Board Member
Rebecca Jacklin	Board Member
Lorna Nicol	Board Member
Doneisha Posey	Board Member
Courtney Roberts	Board Member
Ericka Sanders	Board Member
Dr. Kimberly Sterling	Board Member
Milton Thompson	Board Member
Wanda Thruston	Board Member
Karin Veatch	Board Member
Kathryn Wiley	Board Member
Donna Wilkinson	Board Member
Nichole Wilson	Board Member
Lacy Wooden	Board Member
The District Theatre	
Zach Adamson	Board Member
Joe Chapelle	Board Member
Karen Dace	Board Member



Jacqueline D’Souza	Board Member
Christie Fields	Board Member
Robert Herzog	Board Member
Lawrence Hilton	Board Member
Patrick Jessee, JD, CAE	Board Member
Brian Payne	Board Member
Michael Pettry	Board Member
Alina Pizarro	Board Member
Gary Reiter	Board Member
Yecenia Tostado	Board Member
Lane Velayo	Board Member



ATTACHMENT B

Collaborative Entities

Central Indiana Community Foundation, Inc. (“CICF”), a 501(c)(3) public charity

McCaw Family Foundation, Inc., a CICF supporting organization

Nextech, a CICF supporting organization

The District Theatre, Inc., a CICF supporting organization

The Parks Alliance of Indianapolis, a CICF supporting organization; primary operations, finances, and other activities have been transferred to The Parks Alliance of Indianapolis, a special interest fund of CICF. However, the supporting organization continues to maintain its separate existence.

CICF Charitable Holdings, LLC, a single-member LLC of which CICF is the sole member

Hamilton County Community Foundation, Inc. (“HCCF”), a 501(c)(3) public charity

Sheehan Charitable Foundation, an HCCF supporting organization

LF Charitable Holdings, LLC, a single-member LLC of which HCCF is the sole member

IMPACT Central Indiana, LLC, a multi-member LLC, the members of which are CICF, IF, and HCCF

The Indianapolis Foundation, Inc. (“IF”), a 501(c)(3) public charity

The William E. English Foundation, an IF supporting organization

IF Charitable Holdings, LLC, a single-member LLC of which IF is the sole member

Prosper Devington Building Corporation, a 501(c)(2) charitable holding company

Women’s Foundation of Indiana, a newly formed 501(c)(3) public charity; formerly Women’s Fund of Central Indiana, a special interest fund of CICF