

Ben & Jerry's Foundation Program Charters

National Grassroots Organizing Grants

Program Description:

The National Grassroots Organizing (NGO) Grant Program is our longest running and largest grant program. The NGO program supports community-based, grassroots organizations confronting social and environmental injustice throughout the U.S. and its territories. While the broad goals of this program are to further social and environmental justice, the primary purpose of the NGO grants are to support the local leadership and grassroots organizing activities of our grant partners rather than any specific issues the organizations are addressing. We are interested in supporting groups that are carrying out activities that build support and collective action to address systemic causes of inequity and injustice in their communities. We are guided by common principles of community organizing which we look for in proposals.

The National Grassroots Organizing Program (NGO) offers two-year unrestricted, general operating support grants of up to \$30,000 per year, with an average grant size of \$20,000 per year, to small (with organizational budgets under \$350,000), constituent-led grassroots organizations.

Community Action Teams (CAT) Grant Program

Program Description:

The Vermont Community Action Teams (CATs) are groups of employees at each of Ben & Jerry's three Vermont manufacturing and office facilities. They offer general or project support within the broad guidelines and funding provided by the Ben & Jerry's Foundation. Every month, the CATs make small grants, generally under \$2,000, to various local, community-based Vermont non-profit programs. Applicant organizations must be, located in Vermont, be a local, community-based, non-profit, 501(c)(3) organization, or an organization that has a fiscal agent with 501(c)(3) status, or a municipal school, or a municipality.

This program focuses on under-served populations including seniors, youth, low-income and communities of color, address basic human needs and the needs of underserved areas of the state, improve access to housing, food, health care, elder and child care, have a strong volunteer base, Can demonstrate the support of their community, don't rely exclusively on funding from the Ben & Jerry's Foundation, might not have access to more mainstream sources of support. The CATs also fund a number of community celebrations.

Vermont Equity & Justice Grants

Program Description:

This grant funds Vermont-based, Vermont-focused organizations implementing innovative programs that are taking a holistic approach in their work to create fundamental change for

Black, Indigenous, and other People of Color in Vermont, those with low-income, people with disabilities, as well as other marginalized Vermonters. Grant applicants should demonstrate that they approach their work through the lens of social justice and equity. This program is not intended to fund projects that solely provide direct services to individuals. Maximum grant size is \$15K.

UK Fund

Program Description:

The UK Fund of the Ben & Jerry's Foundation, is dedicated to supporting and empowering organizations that create systemic change for refugees and migrants seeking asylum in the UK. Through a targeted funding initiative, The UK Fund aims to drive impactful change in key areas that directly affect these communities.

Areas of Focus for Funding include Empowering Refugee, Asylum Seeker, and Migrant Groups for System Change: Recognizing the power of voices directly impacted by challenges, we fund projects that place these groups at the core of their initiatives. We believe in their ability to identify systemic constraints and mobilize for lasting change.

Changing Perceptions in Public Consciousness: Combatting stigma and challenging negative perceptions surrounding refugees, asylum seekers, and migrants is crucial. The UK Fund support organizations that empower local communities to provide inclusive and positive welcomes. Supporting mental health for advocates and lived experience communities: We prioritize mental health support for campaigners advocating for systemic change.

To be considered for funding, organizations must, have an annual operating budget under £500,000, target systemic change for refugees and asylum seekers or contribute to positive narrative change, lack access to mainstream sources of support.

Employee Matching Gift Program

Program Description:

Ben & Jerry's Foundation Matching Gift Program is designed to encourage and support our employees' personal generosity and philanthropic spirit. The Ben & Jerry's Foundation will match, dollar for dollar, contributions to any non-profit 501(c)(3) organizations made by a Ben & Jerry's employee. All employees who are eligible for company benefits qualify for the matching gift program and donations must be made by the individual employee. Examples of contributions matched include: US based non-profit health and human service organizations, elementary and secondary schools, colleges and post graduate programs, civic and environmental organizations, public television and radio stations. Contributions not matched include: Membership and dues payments, payments for services or benefits to the individual employee such as tuition, subscriptions, tickets, etc., political candidates, religious organizations (except those that may perform a social service, e.g. a church which runs a food pantry or community outreach, day cares, etc.).

Plant Manager's Fund

Program Description:

The purpose of the Plant Mangers Fund is to build good plant/community relationships where our employees live and work and where our plants are located. Often this fund is used for events such as charity golf tournaments or community festival sponsorships.

Good Neighbor Fund

Program Description:

This fund is an outgrowth of the original concept of the “three-legged milking stool” for the foundation and represents the corporate goodwill leg. These are requests that fall outside our regular grant program guidelines but that staff feel fall within our general scope of interest.

Trustee-Designated

Discription:

As a token of appreciation for their service to the Foundation, and as an alternative to paying them director's fees, each trustee receives an allocation of \$30k per year to designate grants to non-profit organizations – these are considered discretionary grants. \$30k is the equivalent of one grant from our National Grassroots Organizing grant program.

Staff-Designated

Discription:

As a token of appreciation for their service to the Foundation, each staff member receives an allocation of \$15k per year to designate grants to non-profit organizations – these are considered discretionary grants. \$15k is the equivalent of half of one grant from our National Grassroots Organizing grant program.