**Our Mission:** To advance the profession by awarding scholarships for students in industrial hygiene and related disciplines, and funding training/professional development opportunities for industrial hygienists in the first fifteen (15) years of their professional careers.

**Our Vision:** Support the educational needs of those pursuing and/or practicing IH and related disciplines.

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<tr>
<th>Donor Relations</th>
<th>Investment Funds Management</th>
<th>Scholarships/Grants</th>
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<tr>
<td>Develop new and manage existing donor relationships.</td>
<td>Manage fund investments, whose performance meets or exceeds target benchmarks.</td>
<td>Distribute awards in an equitable and consistent manner that recognizes recipients pursuing degrees and/or professional development opportunities in IH and related disciplines.</td>
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**Success Statements**

**Year over Year:**
1. Increase number of donors and the average contribution per donor
2. Increase total amount of donations, both restricted and unrestricted.

**Strategic Objectives**

1. Target and develop messaging for specific sub-groups of the AIHA membership.
2. Cultivate and grow relationships with other stakeholder groups outside the core AIHA membership.
3. Identify and implement innovative methods of raising monies.

1. Work in tandem with investment firm to ensure monies are invested in alignment with the AIHF investment policy.

**Year over Year:**
1. Sustain and grow investment funds to meet or exceed established benchmarks.

1. Sustain and increase number and/or value of awards each year.
2. Increase the number of scholarship recipients who become dues-paying AIHA members.

1. Explore, test, and develop alternative award options (e.g., needs-based scholarships), engaging AIHA volunteer groups as needed.
2. Consider expanding eligibility criteria.
DONOR RELATIONS

1. Strategic Objective #1: Target and develop messaging for specific sub-groups of the AIHA membership
   - **Strategy #1:** Develop and deploy a communications plan targeted at for-profit organizational members, Hamilton Club and other sponsors, advertisers, and educational philanthropic donor foundations.
   - **Strategy #2:** Develop and deploy a communications plan targeted at mid-to-late career and emeritus individual members (“pay it forward” approach).
   - **Strategy #3:** Periodically communicate with existing donor base to re-confirm interest and explore enhancements to their current level of giving.

2. Strategic Objective #2: Cultivate and grow relationships with other stakeholder groups outside the core AIHA membership
   - **Strategy #1:** Develop and deploy a communications plan targeted at corporate entities and consultants occupying the more traditional safety and EHS generalist space (e.g., consider reviewing ASSP, NSC, NAEM, BCSP stakeholder groups as a starting point).
   - **Strategy #2:** Work with AIHA, BGC, ACGIH, etc. to enhance the perceived value of scholarships to our donor base.

3. Strategic Objective #3: Identify and implement innovative methods of raising monies
   - **Strategy:** Explore and test options based on identification of ideas obtained through organizations with similar missions

INVESTMENT FUNDS MANAGEMENT

- Strategic Objective: Work in tandem with investment firm to ensure monies are invested in alignment with the AIHF investment policy
  - **Strategy:** Regularly review performance against established benchmarks and adjust allocations as warranted.

SCHOLARSHIPS/GRANTS

1. Strategic Objective #1: Explore, test, and develop alternative award options (e.g., needs based scholarships), engaging AIHA volunteer groups as needed
   - **Strategy #1:** Pending legal review and Board of Trustees approval, launch new needs-based scholarship pilot program for 2022-23 school year
   - **Strategy #2:** Engage the AIHA Academic Advisory Group (and/or any other interested academic faculty members) to discuss other options
   - **Strategy #3:** Explore whether the Foundation should expand its offerings to beyond core-academic scholarships based on donor preferences and other considerations.

2. Strategic Objective #2: Consider expanding eligibility criteria
   - **Strategy:** Engage the AIHA Academic Advisory Group (and/or any other interested academic faculty members) to discuss other options.