Organization Charter

For Board Adoption

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Document Control

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Table of Contents

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1. Purpose and Authority

This Organization Charter (the "Charter") sets forth the mission, operating model, governance principles, and non-negotiable safeguards of Global Impact Corps Inc (the "Organization"). It is intended to align the Board of Directors, staff, volunteers, partners, donors, and project participants around a shared model of action and accountability.

The Charter is an internal governance document. It does not replace the Organization's Articles of Incorporation or Bylaws; rather, it clarifies how the Organization intends to operate in practice, including how it selects missions, deploys teams, safeguards communities, and verifies results.

Authority and hierarchy of governing documents:

- Articles of Incorporation (sometimes called the corporate charter) and applicable law
- Bylaws
- Board-approved policies (e.g., conflicts of interest, safeguarding, financial controls)
- This Charter (operating principles and decision-rights framework)
- Program manuals / standard operating procedures (SOPs) and mission-specific plans

If there is any conflict between this Charter and the Articles/Bylaws or law, the Articles/Bylaws and law control.

2. Identity: Mission, Vision, Values

2.1 Mission
Global Impact Corps exists to turn credible, community-led ideas into completed, verifiable missions that improve lives. Anyone may submit an idea; the Organization primarily empowers young adults (typically 18+ and early-career) to serve as paid Project Stewards who deliver missions end-to-end with support from professional planning, local partners, and local/global volunteers.

2.2 Vision

A world where motivated people can reliably convert service into measurable results, and where communities receive durable improvements designed with local ownership from the start.

2.3 Values and behavioral commitments

The Organization's values guide decisions, especially under pressure. Leaders and participants are expected to demonstrate these values in conduct and in how missions are designed and executed.

- **Service with dignity:** We serve with communities, not to communities. We respect culture, agency, and consent.
- **Safety and safeguarding first:** We do not trade safety for speed. We protect children and vulnerable people; we stop work when needed.
- **Transparency:** Budgets, milestones, and results are clear to donors and partners. We document decisions and learn openly.
- **Accountability and verification:** We release funds by milestones with evidence. We close out with proof and partner sign-off.
- **Local partnership and capacity:** We prioritize local labor, local volunteers, and local ownership/maintenance plans.
- **Learning and improvement:** We treat every mission as a learning system and continuously refine the model.

3. Operating Model

3.1 What the Organization does

Global Impact Corps operates a structured pipeline that converts ideas into missions through planning, funding, execution, and verification. The Organization functions as a "mission studio": it provides planning capacity (Plan Lab), risk controls, logistical support, and a delivery team model that enables reliable completion.

3.2 Mission pipeline

Every mission follows a consistent lifecycle. Documentation requirements scale with risk and budget.

1. **Idea Intake.** Anyone submits an idea. Intake captures the problem, community, location, initial partner lead, and intended outcomes.
2. **Triage and Eligibility Screening.** Staff screen for legality, safety, sanctions/compliance concerns, feasibility, and local partner readiness.
3. **Plan Lab (Design and Due Diligence).** Plan Lab develops a mission plan: scope, bill of materials, timeline, budget, risk register, safeguarding measures, procurement approach, and a post-handover sustainability plan.
4. **Funding and Sponsorship.** Missions are published for fundraising when eligible. Donors may support missions, subject to the Organization's control and discretion over funds and scope.

5. **Execution.** A Project Steward leads delivery with an assigned operations lead and technical support. Local partners and volunteers participate. Vendors and local trades are sourced when needed.
6. **Verification and Closeout.** Milestones are verified using evidence standards. The mission closes with documentation, partner sign-off, lessons learned, and a maintenance handover.

3.3 Team roles

Missions are delivered by teams. Individuals are not expected to solve complex problems alone.

- **Project Steward (paid):** Accountable for end-to-end delivery of the mission: partner coordination, timeline, documentation, and closeout. Serves as primary point of contact.
- **Plan Lab (staff and/or vetted volunteers):** Engineering, design, budgeting, procurement support, and review of evidence. Plan Lab may include safety, logistics, or monitoring & evaluation capacity.
- **Operations Lead (paid or assigned staff):** Travel, housing, logistics, vendor coordination, purchasing workflow, and compliance with financial controls.
- **Local Partner Lead (partner representative):** Represents community needs, ensures local legitimacy, recruits local volunteers, and co-signs key handover documentation.
- **Local Volunteers (unpaid):** Community members supporting execution and long-term ownership. Roles are defined, trained, and safety supervised.
- **Global Volunteers (unpaid):** Remote or on-site support (e.g., translation, communications, planning assistance) under clear scope and supervision.
- **Vendors / Skilled Trades (paid):** Local trades or specialists hired through procurement procedures and documented scopes of work.

4. Program Scope and Eligibility

4.1 Mission categories and initial scope

To protect quality and safety, the Organization begins with a defined set of mission categories and geographies (pilot scope). The Board reviews and approves expansions. Mission categories include:

- Water, sanitation, and hygiene (WASH) access improvements
- Community learning and skills infrastructure (non-political, non-sectarian)
- Public spaces and community facilities (including sports/community fields when land rights and maintenance are confirmed)
- Health access enablement (non-clinical infrastructure and training support, within legal scope)

4.2 Eligibility requirements

A mission is eligible to enter Plan Lab only if all conditions below are met:

- A credible local partner exists or can be verified, with a named representative and contact information.
- The mission is lawful in the relevant jurisdictions and does not involve prohibited political campaigning or partisan activity.

- The Organization can reasonably manage safety and duty-of-care risks for participants and community members.
- A sustainability plan exists: clear owner/operator after handover, basic maintenance plan, and where relevant, training and spare-parts plan.
- The mission has measurable outcomes and a verifiable definition of completion.

4.3 Red lines (missions we do not fund or execute)

The Organization does not execute missions that create unacceptable safety, legal, ethical, or reputational risk. This includes:

- Projects that cannot secure legitimate local permission (e.g., unclear land ownership or disputed governance)
- Projects involving weapons, armed groups, or any violence-adjacent activity
- Work that promotes hate, discrimination, or coerces participation
- Projects that require licensed medical practice beyond the Organization's capacity or legal scope
- Projects where funds would likely benefit sanctioned or blocked persons or entities
- Projects that lack a credible plan for post-handover ownership and maintenance

5. Funding and Financial Principles

5.1 Donor intent, restricted gifts, and organizational discretion

The Organization welcomes donors who want to sponsor missions. To protect charitable integrity and compliance, the Organization retains control and discretion over the use of funds and may adjust mission scope, timing, or approach for safety, feasibility, or compliance reasons.

Donors may express a preference for mission categories or specific missions; however, gifts are accepted subject to the Organization's Gift Acceptance Policy, including rules governing restricted gifts, conflicts, and feasibility.

5.2 Milestone-based disbursement

Mission budgets are disbursed based on verified milestones. Milestone evidence requirements scale by budget and risk. Minimum expectations include:

- A mission budget approved by the Organization and aligned to procurement controls
- Clear milestone definitions with objective acceptance criteria
- Evidence packets for each milestone (photos, receipts, partner sign-off, and when appropriate third-party verification)
- A closeout report summarizing outcomes, lessons learned, and handover documentation

5.3 Compensation philosophy and caps

The Organization uses transparent compensation bands and caps for paid roles. Compensation is designed to support participation and stability, not enrichment. The Board or delegated committee approves pay bands and reviews them annually.

The Organization maintains a clear separation between paid Corps Members (employees or formal fellows) and volunteers. Volunteers serve without expectation of wages for time; they may be reimbursed for pre-approved out-of-pocket expenses in accordance with policy.

5.4 Administrative and overhead transparency

The Organization will communicate administrative costs clearly and will track and report (1) direct mission costs, (2) shared program support costs, and (3) general and administrative expenses. Mission pages and donor reporting will disclose how funds were used.

6. Governance and Decision Rights

6.1 Board responsibilities

The Board of Directors governs the Organization and retains final authority over strategy, financial integrity, risk posture, and adherence to mission. At minimum, the Board:

- Approves and periodically reviews this Charter and core policies (conflicts, safeguarding, financial controls, gift acceptance)
- Approves annual budget and monitors financial performance
- Hires, supports, and evaluates the Executive Director (or equivalent)
- Sets risk boundaries and approves expansion into new geographies or higher-risk mission types
- Ensures independent oversight of audits, investigations, and incident management when required

6.2 Delegation of authority

The Board may delegate operational decisions to staff through a Delegation of Authority policy (approval thresholds by dollar amount and risk). No single individual should control a transaction end-to-end (request, approve, pay, and verify).

6.3 Mission approval thresholds

Mission approval depends on budget, risk, and location. A typical model:

- Low-risk micro missions: approval by Executive Director with Plan Lab sign-off
- Medium missions: approval by a Mission Review Committee (Programs & Safety)
- High-risk or high-budget missions: Board approval required

Approval thresholds and the spend authority matrix are maintained in Appendix B and reviewed at least annually.

7. People Model: Corps Members, Volunteers, Vendors

7.1 Corps Members (paid participants)

Global Impact Corps primarily empowers young adults as paid Project Stewards and operations/support roles. Corps Members are selected based on maturity, commitment, alignment with values, and ability to operate safely and respectfully with partners.

Corps Member onboarding includes: safeguarding training, code of conduct, financial controls training, documentation standards, and role-specific technical preparation.

7.2 Local volunteers (priority) and global volunteers

Volunteer participation is core to sustainability and legitimacy. Missions will prioritize recruiting and training local volunteers through a designated Local Partner Lead and a "Local Volunteer Captain" role when appropriate.

Global volunteers may contribute remotely (translation, planning support, communications, fundraising support) or, when permitted, on-site in defined roles. All volunteers must agree to a volunteer code of conduct and complete basic safety/safeguarding orientation.

7.3 Vendors and local skilled trades

When specialized work is required, the Organization will source local skilled trades whenever feasible. Vendor selection follows procurement controls: multiple quotes when possible, documented selection rationale, written scope of work, and evidence of delivery.

8. Risk, Safety, and Compliance

8.1 Duty of care and travel/security

The Organization has a duty of care to Corps Members, volunteers, and communities. Missions must meet minimum safety standards, including risk assessments, emergency plans, and escalation pathways. The Organization may pause or terminate missions if conditions change.

8.2 Safeguarding

Safeguarding is mandatory. The Organization adopts a safeguarding policy appropriate to the populations served. No mission proceeds without a safeguarding plan commensurate with the mission context, including training, reporting channels, and partner expectations.

8.3 Compliance and sanctions screening

The Organization complies with applicable laws and regulations, including restrictions applicable to international activity. Where missions involve higher-risk locations, the Organization will conduct due diligence on partners and vendors and implement sanctions screening where required.

8.4 Anti-fraud and financial integrity

The Organization implements controls to prevent fraud and misuse of funds: segregation of duties, documented procurement, receipt collection, spot checks, and independent review for higher-risk missions. Suspected misconduct is reported through a whistleblower process.

9. Verification, Measurement, and Reporting

9.1 Verification

Verification is the cornerstone of donor trust and community accountability. Milestones must be verified before funds are released. Verification may include partner sign-off, photo/video evidence, geotagged documentation where appropriate, third-party checks for higher budgets, and financial reconciliation.

9.2 Measurement and learning

Each mission includes a lightweight measurement plan: baseline (where feasible), outputs delivered, immediate outcomes, and sustainability indicators. Learning is documented through after-action reviews and shared internally to improve future missions.

9.3 Reporting

The Organization publishes mission closeout reports and provides donors with clear, consistent updates. Reports include what was delivered, how funds were spent, evidence of completion, and what will happen next (ownership/maintenance).

10. Communications, Privacy, and Storytelling

10.1 Respectful storytelling

Communications must respect dignity and avoid exploitation. The Organization will seek informed consent for photos, video, and personal stories, especially when featuring children or vulnerable individuals. Narrative should emphasize community partnership and outcomes.

10.2 Data privacy

The Organization protects personal data collected from donors, volunteers, and beneficiaries. Data collection is limited to what is necessary for operations and reporting. Access is restricted, and retention follows policy.

10.3 Media and spokesperson policy

Only authorized spokespeople represent the Organization publicly. Corps Members and volunteers must follow the communications policy, including social media guidelines and confidentiality expectations.

11. Review and Amendment

This Charter is reviewed at least annually by the Board or a delegated committee. Amendments require Board approval. Material changes to mission scope, risk posture, or compensation philosophy must be documented and communicated internally and, when relevant, to donors and partners.

12. Localization, Equity, and Do-No-Harm

12.1 Community co-design and ownership

Global Impact Corps is committed to community-led delivery. Missions must be designed with local partners and intended beneficiaries, with clear consent, shared decision-making, and a documented ownership and maintenance plan.

- Local partner requirement: every mission must have a documented local partner (organization or recognized community body) authorized to collaborate and receive handover.
- Informed consent: beneficiaries and partners must understand what will be delivered, what will not be delivered, and what ongoing responsibilities exist after handover.
- Ownership transfer: every mission must include a handover checklist and basic training for ongoing operations/maintenance.

12.2 Equity, accessibility, and inclusion

Missions should be designed to reduce barriers and avoid unintended harm. Planning should consider accessibility (e.g., for people with disabilities), gender safety, cultural context, and fair access to benefits.

- Accessibility check: include basic accessibility considerations in the Mission Plan where relevant (routes, signage, usability).
- Community safeguards: incorporate safeguards for vulnerable populations and consult partners on local norms and risks.
- Non-discrimination: participation and benefits should not be conditioned on political affiliation, religion, or other protected status.

12.3 Environmental and sustainability considerations

Missions should minimize environmental harm and prefer durable, maintainable solutions using locally serviceable parts when feasible.

- Prefer repair and upgrade over replacement where possible.
- Select materials and designs that can be maintained locally and that fit the local climate and operating conditions.
- Dispose of waste responsibly and follow local regulations.

13. Learning, Knowledge Management, and Continuous Improvement

Global Impact Corps will operate as a learning organization. Each mission should generate reusable knowledge—checklists, vendor lessons, risk controls, and technical notes—so that the program becomes safer, faster, and more effective over time.

- After-action review (AAR): required at closeout for every mission; major missions require a facilitated AAR with the Local Partner.
- Knowledge base: store plans, budgets, evidence standards, and lessons learned in a centralized repository accessible to staff and (where appropriate) future Project Stewards.
- Continuous improvement: at least annually, the Executive Director presents a summary of lessons learned and proposed policy/SOP updates to the Board.

Appendix A: Definitions

- **Mission:** A time-bound project with defined scope, budget, milestones, and completion criteria, executed with a local partner for community benefit.
- **Project Steward:** A paid Corps Member accountable for delivering a mission end-to-end, including coordination, documentation, and closeout.
- **Plan Lab:** The Organization's planning and engineering function that turns ideas into executable, fundable plans and supports technical review and verification.
- **Local Partner:** A community-based organization, institution, or representative body that provides legitimacy, coordination, and post-handover ownership/maintenance commitments.
- **Milestone:** A defined deliverable or stage of progress with objective acceptance criteria and required evidence for verification.
- **Evidence Packet:** The documentation required to verify a milestone: receipts, photos/video, partner sign-off, and any required inspection/third-party verification.
- **Local Volunteer Captain:** A volunteer coordinator role (often through the local partner) that organizes local volunteers, schedules, and basic safety briefings.

Appendix B: Mission Approval and Spend Authority Matrix

Use this matrix to clarify who may approve missions and spending. Replace thresholds to match your risk posture and controls.

Category	Typical budget	Approval authority	Verification requirements
Micro / Low risk	Up to $[X]	Executive Director + Plan Lab sign-off	Partner sign-off + receipts + photos
Standard	$[X] - $[Y]	Programs & Safety Committee (or Mission Review)	Evidence packets + spot checks; possible third-party

High budget	Over $[Y]	Board approval	Third-party verification + enhanced financial reconciliation
High risk location	Any	Board or delegated risk committee	Enhanced due diligence + security plan + third-party as needed

Appendix C: Minimum Evidence Standard for Milestones

Define the minimum documentation required for each milestone. Evidence standards should scale with risk and budget.

- Milestone definition and acceptance criteria (what counts as done)
- Date-stamped photos/video of work completed (and geotagging where appropriate and safe)
- Receipts/invoices matched to approved budget lines
- Partner sign-off (named representative)
- Inventory/asset list for any durable items purchased
- Closeout report: outcomes, spend summary, handover confirmation, training delivered, and lessons learned

Board Adoption

The undersigned certifies that this Charter was adopted by the Board of Directors of Global Impact Corps on 02/13/2026 and is effective as of 02/13/2026.

Board Chair (Name)	Signature / Date
Secretary (Name)	Signature / Date
Executive Director (Name)	Signature / Date

Board Chair / Director: Tyson Christensen

Signature (typed): Tyson Christensen   Date: 02/13/2026