ICA Endowment Policy
Adopted: 2 November 2023

The principal of all ICA endowments is invested in line with the Board of Directors investment policies and a portion of the fund’s value, currently 4.5 percent, is made available each year to support the purpose determined by the donor. To guard against the eroding consequences of inflation, the remaining portion of investment return is then added to the principal. The goal is to ensure that the principal maintains its purchasing power.

Endowments can be created with gifts of cash, securities, and other assets. They can be established through one-time gifts, estate gifts, and multiyear pledges. Although the minimum amount required to create an endowment fund is $25,000, larger amounts are recommended or required for certain purposes.

There are two types of endowments managed by the ICA.

**True Endowment:**
A true endowment consists of funds donated by a donor, with a signed endowment agreement directing the use of the income. Again, the principal is held in perpetuity.

**Quasi Endowment:**
This is when the ICA, rather than a donor, determines to retain, invest, and use earnings for a specific purpose.

Funds that are donated to ICA that do not reach endowment level, will be invested in an ICA quasi-endowment general fund with the expectation that they will reach endowment levels after five years. If they do not reach endowment status, the funds will be spent out as directed by the ICA executive committee in line with their committed purpose.

Funds contributed to ICA for recurring scholarships or other purposes predating this policy will be treated as a quasi-endowment by the ICA. An administrative fee will be deducted from the balance of the fund before allocations are directed to their donor intended purpose. If there was a memorandum of understanding on file with the ICA office establishing the fund as an endowment predating this policy, an exception will be granted.

Administrative fees and efficiency
ICA is dedicated to efficiency and maximizing the impact of donor gifts. The ICA administrative fee for quasi-endowments is 1.5% annually. These fees help fund the related costs of gift administration, such as gift receipting, credit card fees, and cash management. No administrative fee is charged to endowments.