BEST PRACTICES FOR NONPROFITS

Piper trustees believe that public trust and nonprofit accountability are fundamental to their legal, ethical, and fiduciary responsibilities. Piper Trust requires grant recipients to enact the following best practices:

**Form 990**
The board, or audit committee, must review the nonprofit’s Form 990 tax return before submission.

**Audit or Financial Review**
A nonprofit with $1 million or more in annual revenue must have an independent annual audit and should establish an audit committee with financially literate membership.

Nonprofits with annual revenues between $250,000 and $1 million must have financial statements reviewed by an independent certified public accountant.

**Conflict of Interest**
The nonprofit must adopt a strict conflict of interest policy that includes annual disclosure by staff and board.

**CEO Compensation**
The full board of the nonprofit must approve any change in the CEO’s compensation.

**Travel Reimbursement**
The nonprofit must have travel/reimbursement policies with clear guidelines on types of expenses that can be reimbursed and documentation required for reimbursement.

**Board Composition**
The nonprofit must have a minimum of three members on its governing board, and at least one-third of the members should be independent.

**Whistleblower Policy**
Nonprofits should establish policies and procedures that encourage individuals to come forward with credible information about illegal actions or violations of adopted policies. The policy should apply to staff, board, and volunteers.

**Questions**
Contact Kelly Matti, Grants Manager at (480) 948-5853.