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Office of the Chief

**Chuck Hoskin Jr.**  
*Principal Chief*

**Bryan Warner**  
*Deputy Principal Chief*

## **EXECUTIVE ORDER ENCOURAGING SUPPORT FOR THE CHEROKEE NATION FOUNDATION AND OTHER CHARITABLE CAUSES THROUGH CHEROKEE NATION EMPLOYEE PAYROLL DEDUCTIONS**

**Short Title:** *Executive Order Encouraging and Facilitating Employee Charitable Giving*

**2022-02-CTH**

1. **AUTHORITY:** The Constitution and laws of the Cherokee Nation.
2. **POLICY:** The Cherokee people are, by nature and throughout history, compassionate and helpful to their friends and neighbors. This quality enriches our people and our nation and takes many forms, including financial support of worthy causes. Members of Cherokee Nation’s workforce demonstrate this spirit of compassion and charity on a regular basis. Cherokee Nation lacks a convenient way for employees to contribute to charities through payroll deductions. A charitable payroll deduction process would enable employees to potentially donate to a number of worthy causes. As donating to some charitable non-profits provide the donor with a tax deduction, a payroll deduction process would also assist employees with a convenient means of record keeping of such donations. Such entities include the Cherokee Nation Foundation, an entity with a special and enduring relationship to the Cherokee Nation by law and common vision. Since its founding in 1998, the Cherokee Nation Foundation has provided scholarships and other education resources to Cherokee citizens through support from Cherokee Nation, Cherokee Nation Businesses and private donations<sup>1</sup>. By encouraging employees to donate to Cherokee Nation Foundation, and by providing employees with a convenient means by which to donate to Cherokee Nation Foundation through payroll deductions, Cherokee Nation can facilitate even more support to its mission<sup>2</sup>. It is therefore the policy of the Cherokee Nation to provide employees a means by which to donate to the Cherokee Nation

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<sup>1</sup> [www.CherokeeNationFoundation.org](http://www.CherokeeNationFoundation.org)

<sup>2</sup> Workplace giving programs may also enhance workplace morale and help attract and retain a talented and productive workforce. See, eg, “Doing Well by Doing Good: Trends in Workplace Giving Programs.” Fidelity, 2020, <https://communications.fidelity.com/pdf/wg-accp-research-report.pdf>

Foundation by payroll deduction, encourage such donations and to explore other ways to facilitate, encourage and support employee giving to charitable causes.

3. **Directive to the Executive Director of Human Resources:** The executive Director of Human Resources shall:
  - i. By **February 28, 2022**, develop and implement a payroll deduction process whereby Cherokee Nation employees and elected officials can designate a portion of their pay directly to the Cherokee Nation Foundation for use by that entity on an unrestricted basis.<sup>3</sup>
  - ii. By **June 1, 2022**, make recommendations to the Principal Chief on ways to expand the payroll deduction process for employee and elected official donations to other charitable causes and ways to encourage volunteerism and charitable donations by Cherokee Nation employees and elected officials.
4. **ORDER:** It shall be the policy of the Cherokee Nation to support, facilitate and encourage charitable donations among members of the Cherokee Nation workforce and elected officials in support of the Cherokee Nation Foundation and other charitable causes, including by a payroll deduction process.
5. **EFFECTIVE DATE:** This Order is effective on **January 14, 2022**.



Chuck Hoskin, Jr.  
Cherokee Nation, Principal Chief

Date Signed: 2/14/22

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<sup>3</sup> Donations on an "unrestricted basis" would not preclude Cherokee Nation Foundation from adopting its own policies for honoring requests that initially unrestricted payroll deductions be directed to a particular aspect of CNF's operations, programs, etc. For example, CNF may choose to set a minimum \$500 annual payroll edition threshold such designations received via "unrestricted" payroll deductions.