



UNITED WAY OF PIERCE COUNTY COMMITTEE STRUCTURE

Standing Committees:

Executive Committee: The Executive Committee consists of the elected officers, immediate past Chair, and additional members as nominated by the Chair, and to be chosen and approved by the Board. The Executive Committee exercises the powers of the Board of Directors in the management of the affairs of UWPC when the board is not in session. **(For specific responsibilities, see the UWPC bylaws.)**

Governance Committee: Is chaired by the Vice -Chair of the Board. The general purpose of this committee is to review, develop and maintain policy, and is the primary vehicle for the recruitment of Board members, officers, and chairs. **(For specific responsibilities, see the UWPC bylaws.)**

Finance Committee: Is chaired by the Board Treasurer. Members of this committee must have strong financial management backgrounds. General purpose of this committee is to maintain budget oversight and review the financial condition of the organization. **(For specific responsibilities, see the UWPC bylaws.)**

Divisions:

Campaign Cabinet: The Committee shall consist of no fewer than seven members appointed by the Chair. No fewer than three members shall be appointed from among the current Board members. The purpose of this committee is to secure the commitment and support of corporate leaders in inaugurating and building stronger, more sustainable partnerships with United Way of Pierce County.

Marketing Committee: Serves in an advisory capacity to the Board on issues with marketing implications. They assist in developing key messages and educating the community on UWPC.

Community Impact Cabinet: The Cabinet consists of at least 4 members from the Board and the remaining members are reflective of a variety of strategic community stakeholders that will bring their knowledge, expertise and credibility to UWPC's community impact efforts. The Community Impact Cabinet (CIC) will act as the organization's impact policy-advisory group, assisting in the development and maintenance of its overall impact strategy and will report on its activities to the Board.

Impact Advisory Teams: UWPC will have three advisory councils that will report to the CIC. Impact Advisory Teams will consist of no more than 10- 15 high-level experts and influencers representing the diversity and geography of the county. The purpose of the councils is to achieve measurable improvements on issues by convening and mobilizing the people, ideas, energy, financial resources, and other resources in order to achieve community impact goals. The council will also provide input and direction on planning and implementing course of action that will lead to sustainable results and assist in determining resources needed to realize results. The Advisory Teams will meet as needed, but at least twice a year.

Advocacy Committee: The purpose of the Committee is to provide expertise and leadership for United Way's public policy efforts, to review public policy agendas from Impact teams, and to provide feedback and advice to both the Impact Teams and the Board of Directors as related to the Impact agenda.

Agency Audit Committee: The Chair of this committee and committee members shall all be accountants. This committee reviews examinations of agency finances conducted by public accounting firms and provides results of these reviews to the Review Teams/Community Safety Net Committee.

Personnel Committee: The chair for this committee is designated by the Board Chair and is a member of the Executive Committee. Members must have strong personnel management backgrounds. The general purpose of this committee is to assist in the development, maintenance, and oversight of an up-to-date personnel and compensation system, including but not limited to:

- a. Review and recommend to the Executive Committee, market based staff compensation ranges, personnel policies to ensure measures and standards are in place to comply with the federal and state employment laws.
- b. Under the direction of the Executive Committee, develop and oversee the annual performance evaluation process for the President, consistent with policies and procedures adopted by the Board and identified in the Board Policy Manual.
- c. Facilitate the selection of a new President.