COMMITTEE CHARTER FOR THE
PROGRAM COMMITTEES

Mission Statement
The Program Committees shall assist the Board of Trustees in its review and oversight, at a strategic level, of the foundation’s program initiatives to assure that they support the foundation’s social justice mission. The committees give the trustees an opportunity to deepen their knowledge of an area of the foundation's overall program and to contribute to program development and assessment.

Organization
There shall be a separate Program Committee for each of the three program divisions. Each of the three committees shall consist of approximately one-third of the trustees. No trustee shall serve on more than one committee at a time. There shall be a rotation of committee membership such that in general a trustee who serves for twelve years on the board will serve on each of the committees during his or her tenure as trustee. The president shall not be a member of a committee.

Roles and Responsibilities
Based on knowledge of the foundation’s missions and programs, and in particular the program initiatives relevant to each committee, the committees shall:
a. Serve as a sounding board, discuss necessary inputs, provide specific advice as requested, advise on sensitive matters and review the progress and evaluation of program Initiatives over time.
b. Maintain an ongoing strategic dialogue with and between foundation management and the full board, including over the course of each year a review of:
   1. any new initiatives or explorations;
   2. any substantive shifts in strategy for existing initiatives;
   3. the performance of initiative portfolios, including viability of strategy, strength of staff, adequacy of resources and effectiveness of evaluation;
4. budget allocation recommendations, matching funding and staffing requests to strategic gaps or opportunities already discussed; and
5. periodically evaluate outcomes as appropriate by initiative.