**Board Committee Structure**

**As of October 2020**

**Board President oversees all committees:** The Board President shall appoint the committee chairs and any vacancies in committees shall also be filled by the Board President. Permanent and Temporary subcommittees may be established within the different permanent committees and chairs appointed by the Board President. In addition, the Board of Directors, may elect to establish any permanent or temporary committees and subcommittees as it deems appropriate, and fix and prescribe their rights, authority, and duties. The Executive Director and the Board President shall be ex officio members of all committees. There are ten (10) standing committees.

1. **Executive Committee:** Oversee operations of the board; often acts on behalf of the board during on-demand activities that occur between meetings, and these acts are later presented for full board review; comprised of board chair, other officers and/or committee chairs. Conducts final evaluation of Executive Director. The President shall chair the executive committee.
2. **Policy and Procedures Committee** Ensures sound evaluation of products/services/programs, including, e.g., outcomes, goals, data, analysis and resulting adjustments through review of bylaws and other related items. Reviews strategic plan with executive committee, Guides development, review and authorization of personnel policies and procedures; Leads evaluation of the chief Executive; sometimes assists Executive Director with leadership and management matters. The Vice-President shall chair the Policy and Procedure Committee.
3. **Board and Public Relations Development**: Ensure effective board processes, structures and roles, including retreat and conference planning, membership development, and board evaluation. Includes role of reviewing membership applications, role of oversight of nominations, such as keeping list of potential board members, orientation and training. Maintains board minutes. The Secretary shall chair the Board and Public Relations Development
4. **Finance Committee**: Oversees development of the budget; ensures accurate tracking/monitoring/accountability for funds; ensures adequate financial controls; reviews major grants and associated terms with Executive Director. The Treasurer shall chair the Finance Committee.
5. **Advocacy Committee**: Oversees and serves as a source for advocacy on different topics. The Executive member at large shall chair the Advocacy Committee.
6. **Fundraising and Marketing Committee**: oversees development and implementation of the Fundraising Plan; identifies and solicits funds from external sources of support, working with APRIL designated staff. Oversees development and implementation of the Marketing Plan, including identifying potential markets, their needs, how to meet those needs with products/services/programs, and how to promote/sell the programs. The SILC Representative shall chair the Fundraising and Marketing Committee.
7. **Youth Steering Committee**: Oversees Youth Steering Committee. Acts as a liaison between youth and the board. Plans Youth conferencing. One youth Seat shall chair this committee.
8. **Conference and Retreat Committee**: The committee will enhance APRIL’s image through conference and retreat planning. The committee will work with designated staff to ensure that proper processes are in place. The President will appoint a member at large to chair this committee.
9. **Product and training Development**: Guides development of service delivery mechanisms; may include evaluation of the services; link between the board and the staff on program's activities. Promotes organization's services to the community, including generating fees for those services. This committee is to be co-chaired with one youth member at large seat and one member at large seat.
10. **Diversity, Equity, and Inclusion Committee**: The Diversity, Equity and Inclusion Chair chairs this committee. This committee exists to promote equity, diversity and inclusion within the disability community, and to advise on processes related to recruitment and retention of diverse members and community. This committee will have a commitment focused upon disability, equity, diversity, and inclusive policies, practices, and behaviors. The framework of the committee is based upon the values that:
    1. Social identities such as race, ethnicity, gender, sexual orientation, religion, cultural, and geographical i.e.: Rural, Urban, Metro, and others are social constructs embedded within a context of unequal power relationships that allow privileged groups to benefit at the expense of marginalized groups.
    2. Equity assures justice and fairness for all by addressing systemic biases in policies and practices, and assures that disability and equity drives the culture and actions of the committee.
    3. Inclusive practices assures that dominant and privileged voices are decentralized to create full and equal participation and access for all groups.
    4. Acknowledgement of privileges and unconscious biases allows for mindful engagement in diversity, equity, and inclusion work.