

Economic Mobility Advisory Committee Guidelines

About the St. Louis Community Foundation

The St. Louis Community Foundation is a nonprofit with nearly 900 charitable funds and total assets of more than \$550 million. Each fund represents a unique charitable giving partnership between nonprofit recipients and an individual, family, or business. The Foundation inspires purposeful philanthropy that connects the community and donors to build and preserve a more equitable and vibrant region, now and forever.

As part of the 2024-2028 strategic framework, the Foundation established two funds focused on two strategic priority areas: the Youth Connections Fund and Economic Mobility Fund. These areas were selected after an analysis of current donor giving patterns and interests, an assessment of community needs, a review of partnership opportunities with other funders, and conversations with community stakeholders. The Foundation will concentrate our resources and grantmaking in these two priority areas — Economic Mobility and Youth Connections to build “A Foundation for the Future.” The Economic Mobility priority area invests in organizations and initiatives that address housing, financial empowerment, and job access and creation. The Youth Connections priority area encompasses early childhood development, K-12 educational innovation, scholarships, and expanding post-secondary opportunities. Each priority area has an established theory of change that guides the grantmaking and investments in the strategic priorities.

Role of the Advisory Committee

The **Economic Mobility Advisory Committee** plays a critical role in ensuring that activities, income, and expenses are in accordance with the mission of the fund. The Committee does not have any legal or fiduciary responsibility for the investments and assets. These responsibilities rest with the St. Louis Community Foundation. These engaged members of our community will:

- **Provide strategic direction**
 - Leverage the diverse experience of the council to contribute a variety of perspectives and expertise to guide the Economic Mobility Fund’s strategic direction.

- Advise on the implementation of the Economic Mobility Theory of Change
- **Advise on Grantmaking Practices and Evaluation**
 - Ensure Equity: promote equitable avenues to distribute funds and ensure decisions are made with attention to historically marginalized communities.
 - Review and make recommendations on grantmaking decisions
 - Help develop mechanisms for evaluating the outcomes and impact of funded projects.
- **Champion the Economic Mobility Fund**
 - Serve as ambassador in the community, sharing messaging about the Fund’s work and informing Foundation staff of conversations relevant to the activities of the Fund
 - Identify and present opportunities and/or host opportunities for expanding the Fund and its donor base
 - Assist in the identification and recruitment of new Committee members

Membership/Composition

The Advisory Committee will initially be made up of 4 to 7 members of the community, not including staff of the St. Louis Community Foundation, representing the interests of the of the strategic focus areas under the Economic Mobility Fund. The Foundation must approve any new members of the Committee.

Community Input

Community Members bring an important voice and perspective to the work of the Economic Mobility Fund. Representatives such as grassroots organizers, neighborhood leaders, and youth involved in community are examples of Community Members who may be invited to participate in the Advisory Council. Each candidate will be asked to complete a Conflict-of-Interest disclosure before formally joining the Advisory Committee.

Leadership

The committee will be led by Co-Chairs who volunteer or who are nominated to lead and voted upon by the Advisory Committee.

Candidate Profile



Candidates for the Advisory Committee should share a deeply held commitment to both advancing opportunities for our region and ensuring sound stewardship of the philanthropic gifts made to the Economic Mobility Fund. We are looking for a diverse group of individuals to share their knowledge and expertise on the most important, strategic issues of this Fund and the field of economic and community development. We also highly value lived experiences and seek to engage individuals with diverse backgrounds, interests, and fields. *Preferred qualifications include:*

- Commitment to advocating and working for the development and growth of the Economic Mobility Fund
- Commitment to centering diversity, equity, and inclusion principles in the work of the Committee and for the strategic priority area overall
- Ability and willingness to provide constructive feedback and advice to fellow Committee members, staff, and leaders
- Desire to open doors and opportunities to the program staff and leadership, and to amplify the mission and impact of the program broadly
- Understanding of issues related to one or more of the sub-priority areas: housing, financial empowerment, and job access and creation.

Selection Process

Beginning in January 2025 Foundation staff and partners will identify and recruit potential candidates for the Advisory Committee. Terms of these founding members are expected to begin in March of 2025. Subsequently, each fall, the Advisory Committee will discuss potential candidates that it may wish to extend a formal invitation for Committee membership beginning the following year.

All interested and potential candidates will be required to submit an online application, indicating their qualifications, experience, and interest in supporting our work. Staff, along with current Committee members, will conduct exploratory conversations with interested candidates, and extend formal invitations for Committee membership.

Term Lengths

Advisory Committee members generally serve 2-year terms, but alternate terms may be considered. If members are in good standing, they may be invited to renew for a subsequent 2-year term.



Recruitment

Recruiting new members will also increase awareness of the program within the community and the broader region. Staff will aim to have new members on board while existing members are still serving, so that there is overlap in tenure.

Member Departure

Members who choose to discontinue their membership of the Advisory Committee may do so at any time. We ask for at least one month's written notice when possible; all exiting members will be invited for an exit interview and given the opportunity to share their reflections on the Committee. Former members are encouraged to continue to stay abreast of program developments and look for alternative ways to stay involved.

Time Commitment and Meeting Schedule

The Advisory Committee will meet once per quarter, either in person or virtually via video conference. Other opportunities that require increased time commitments include participating in Ad Hoc Subcommittees (ie. strategic planning, fundraising, grant review, etc.), and periodic requests from staff leadership for counsel.

Confidentiality

Advisory Committee members are considered volunteers of the St. Louis Community Foundation and are therefore subject to its Confidentiality Policy. As a volunteer, members may encounter confidential and private information regarding Foundation business operations, records, and donation information. It is of the utmost importance to maintain and respect the privacy and confidentiality of this information, and failure to do so may result in removal from the Council. Upon selection, the conflict-of-interest/confidentiality policy will be provided, and each member must read and agree to the terms at time of acceptance.

