

# Bylaws of Workforce Matters

*Amended + Approved July 2025*

## 1) Entity Name and Type

- a) The organization shall be known as Workforce Matters.
- b) The organization shall operate as an unincorporated association that is fiscally sponsored by a 501(c)3 nonprofit organization.
  - i) No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth below.
  - ii) No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in any political campaign on behalf of or in opposition to any candidate for public office.

## 2) Purpose

Workforce Matters is a national network of grantmakers working together to utilize the voice, influence, and expertise of philanthropy and learnings from practitioners, researchers, and advocates to empower workers, learners, and job seekers to realize their full potential; to dismantle inequities; and to realize a society where race, gender, ability, and other individual characteristics no longer predict education, and employment outcomes for youth and adults.

## 3) Membership

Workforce Matters offers three levels of membership:

- a) Field Partner Membership in Workforce Matters is an individual membership. It is free and granted to anyone who signs up but does not qualify for a Basic Membership.
- b) Basic Membership in Workforce Matters is an individual membership. It is free and granted to qualified grantmakers who sign up on our website or request to be added. Qualifying grantmakers include those who work for a private, independent, family, or corporate, foundation; a corporate giving program; a community foundation or other grantmaking public charity; operating foundations; funder collaboratives; giving circles; or a United Way. Individual philanthropists and trustees of philanthropic organizations are also eligible to join.
- c) Supporting Membership in Workforce Matters is an organizational membership. Institutional foundations or other philanthropic organizations that give at least \$25,000 per year to workforce development programs and efforts are eligible to apply for Supporting Membership. Supporting Members commit to make an annual financial contribution to support our programming and are also eligible to apply to serve on the Workforce Matters Steering Committee as well as to vote on nominations to the Steering Committee. Membership dues are based on total annual grantmaking and are determined by the Steering Committee.

Field Partner	Basic Membership
Bi-weekly newsletter subscription Access to select learning opportunities	Bi-weekly newsletter subscription Access to Workforce Matters video library Access to all events, including webinars, learning labs, site visits, and conference ( <i>fees may be applicable</i> ) Participation in working groups
Staff of nonprofits or government agencies, consultants, policy/advocacy makers, or anyone who is interested in learning about workforce development trends and innovation	Staff, philanthropic advisor or consultant to a private, independent, family, or corporate foundation; a corporate giving program; a community foundation or other grantmaking public charity; a funder collaborative; a giving circle; or a United Way
Free	Free
Supporting Membership	
Bi-weekly newsletter subscription Access to Workforce Matters video library Priority access to all events including webinars, learning labs, site visits, and conference Discounts on all fee-based programming Recognition on the Workforce Matters website and in newsletters Eligible to apply to serve on the Workforce Matters Steering Committee Eligible to vote on Workforce Matters Steering Committee membership	
Institutional foundations or other philanthropic organizations that give at least \$25,000 annually to workforce development programs and efforts.	
Eligible philanthropic organizations include: private, independent, family, or corporate foundation; a corporate giving program; a community foundation or other grantmaking public charity; a funder collaborative; a giving circle; or a United Way	
Yearly dues based on total annual grantmaking*	

- 4) Management
  - a) Structure
    - i) The operations of Workforce Matters shall be governed by a Steering Committee.
  - b) Selection of Steering Committee Members
    - i) Eligibility Requirements
      - (1) Steering Committee members shall be selected from among Workforce Matters' Supporting Members.
      - (2) Steering Committee members shall be individuals who:
        - (a) Represent an organization that makes a financial contribution to Workforce Matters that meets the minimum annual contribution threshold (see Section 4) e) ii) (1) (j)); and
        - (b) Demonstrate a commitment to actively participate in the Steering Committee; and
        - (c) Represent an organization that maintains a mission and values in alignment with the mission and values of Workforce Matters.
      - (3) Exceptions
        - (a) The Steering Committee may, at its discretion, appoint additional Ex Officio members who may or may not satisfy the eligibility criteria.
          - (i) Ex Officio members may not vote on decisions brought before the Steering Committee.

- ii) Appointment of Steering Committee Members  
Beginning in January 2018, new and replacement members may be appointed to the Steering Committee by a vote of current Supporting Members (defined as those members that have joined Workforce Matters as a Supporting Member within the last 12 months)
  - (1) Nominations
    - (a) The Steering Committee shall maintain an odd number of voting members.
    - (b) The Steering Committee shall maintain 15 or more voting members.
    - (c) Prospective Steering Committee members may self-nominate or be nominated by Workforce Matters members.
    - (d) Steering Committee nominees shall satisfy the Eligibility Criteria set forth in Section 4) b) i).
    - (e) The appointment of Steering Committee members shall occur by vote before the annual in-person meeting of the Steering Committee each year.
      - (i) If the membership drops below 15 or if it is necessary to recruit another member to maintain the odd number of members required by Section 4) b) iii) (1) (a), the Steering Committee may consider ad hoc recruitment and appointment of new Steering Committee members.
      - (ii) Terms. At least seven (7) members shall be elected annually in odd number years and shall serve for a term of two (2) years, or until their successors have been elected; and at least eight (8) members shall be elected annually in even number years, and shall serve for a term of two (2) years, or until their successors have been elected. Steering Committee members may serve for up to three consecutive two-year terms, so long as members satisfy Eligibility Criteria set forth in Section 4) b) i). After serving three consecutive two-year terms, members must step off the Steering Committee for two years before being eligible to serve again.

Nothing in this section shall be conceived to require an organization to be a member of the Steering Committee.

- c) Removal of Members
  - i) A member may be removed with or without cause by the organization said member represents.
  - ii) A member may be removed with or without cause by a two-thirds vote of the Steering Committee.
  - iii) In the event of the death, incapacity, resignation, or removal of a member, a new member can be appointed or invited for the unexpired term by the organization represented by the departing member, so long as the organization continues to meet membership criteria in Section 4) b) i).
- d) Steering Committee Leadership
  - i) Co-Chairs
    - (1) The Steering Committee will elect two Co-Chairs from among its members.
    - (2) The two Co-Chairs shall serve two-year, staggered terms, with one new Co-Chair elected by the members of the Steering Committee at the annual in-person meeting each year.
  - ii) Treasurer
    - (1) The Steering Committee shall elect a Treasurer.
    - (2) The Treasurer shall serve a one-year term.
    - (3) Responsibilities:
      - (a) Serve as a liaison between the Steering Committee and the Fiscal Sponsor.
        - (i) Upon receiving an authorizing vote from the Steering Committee, serve as the signatory for any Fiscal Sponsorship agreements.

- (ii) As needed, authorize expenditures from Workforce Matters accounts by the Fiscal Sponsor.
    - (b) Advise Workforce Matters staff/consultants on:
      - (i) Development of an annual budget for the review and approval of the Steering Committee.
      - (ii) Development of periodic financial reports for the Steering Committee.
      - (iii) Other financial concerns that arise under the ordinary course of business.
  - iii) Executive Committee
    - (1) Composition
      - (a) The Executive Committee shall be comprised of the following Steering Committee members:
        - (i) The two Co-Chairs;
        - (ii) The Treasurer; and
        - (iii) Senior staff/consultants to Workforce Matters (Ex Officio/non-voting).
    - (2) Responsibilities
      - (a) Confer between Steering Committee meetings to resolve day-to-day operational issues that need to be addressed (as delegated by the Steering Committee).
      - (b) Set the agenda for upcoming Steering Committee meetings.
      - (c) Review and approve all Steering Committee meeting minutes.
    - (3) Contingency
      - (a) In the event that one Co-Chair office is vacant, the remaining Co-Chair may assume all of the above responsibilities with the approval of the Steering Committee.
- e) Steering Committee Operations
- i) Meetings
    - (1) The Steering Committee shall meet not less than four times a year.
    - (2) At least one of these meetings shall be in-person when circumstances allow.
    - (3) Special meetings can be called by the Co-Chairs with reasonable notice to all members.
    - (4) Members may send a proxy representative to Steering Committee meetings with prior written notification to the Co-Chairs and staff of Workforce Matters.
  - ii) Decision-Making
    - (1) The Steering Committee shall call a vote to approve the following:
      - (a) An annual budget as well as any changes to an existing budget that are greater than 10% or \$50,000, whichever is less.
      - (b) An annual work plan.
      - (c) The election, censure, and/or removal of Steering Committee members.
      - (d) The election of Co-Chairs and, in the event of a vacancy, the awarding of shared Co-Chair duties to a single Chair.
      - (e) The hiring, compensation, and terms of engagement for senior staff or consultants.
      - (f) The selection of a fiscal sponsor and/or changes to fiscal sponsorship agreements.
      - (g) Annual Financial Contribution Guidelines for Steering Committee members.
      - (h) The awarding of subawards or grants
    - (2) Voting Procedures
      - (a) Quorum: All votes require the participation of half (50 percent) plus one additional member of the Steering Committee.
      - (b) Steering Committee members shall strive for decision-making by consensus.

- (c) In the absence of consensus, approval by a simple majority (more than 50 percent) shall constitute adoption of a proposal except when the proposed action mandates the removal of a Steering Committee member, which requires a favorable vote by at least two-thirds of Steering Committee members.
- (d) Each organization represented on the Steering Committee shall have one vote.
- (e) Members may vote in person, by phone, or by e-mail.
- (f) Voting by proxy is permissible with prior written notification to the Co-Chairs and staff of Workforce Matters.
- (g) All votes shall be conducted in accordance with the Workforce Matters Conflict of Interest policy set forth below.

### iii) Conflict of Interest Policy

#### (1) Definition

- (a) Conflict of Interest includes, but is not limited to situations:
  - (i) Where a Steering Committee member's private affairs, professional affairs, or financial interests are in conflict with their Steering Committee duties, responsibilities, and obligations, or risk a public perception that a conflict exists; and/or
  - (ii) Which could impair the Steering Committee member's ability to impartially act in the best interest of Workforce Matters and its Membership; and/or
  - (iii) Where the actions of the Steering Committee member could compromise or undermine the reputation of Workforce Matters.

#### (2) Policy

- (a) Duty to Disclose
  - (i) In connection with any actual or possible conflict of interest, the interested Steering Committee member must disclose the existence of the interest and be given the opportunity to disclose all material facts to the Executive Committee.
- (b) Recusal of Self
  - (i) Any Steering Committee member may recuse himself or herself at any time from involvement in any decision or discussion in which the Steering Committee member believes he or she has or may have a conflict of interest, without going through the process for determining whether a conflict of interest exists.
- (c) Determining Whether a Conflict of Interest Exists
  - (i) The interested Steering Committee member shall be provided with an opportunity to disclose and discuss all material facts.
  - (ii) Other Steering Committee members shall also have the opportunity to disclose and discuss relevant information.
  - (iii) The Executive Committee members shall decide if a conflict of interest exists.
    - 1. In the event that the voting members of the Executive Committee are unable to reach consensus, the full Steering Committee – absent the interested person(s) – shall determine by simple majority whether a conflict exists.
- (d) Procedures for Addressing the Conflict of Interest
  - (i) The interested Steering Committee member shall recuse himself or herself at any time from involvement in any decision or discussion in which the Executive Committee has determined he or she has or may have a conflict of interest
- (e) Violations of the Conflicts of Interest Policy

- (i) If the Executive Committee has reasonable cause to believe a Steering Committee member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
  - (ii) If, after reviewing the member's response and after making further investigation as warranted by the circumstances, the Executive Committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action up to and/or including removal from the Steering Committee.
- iv) Additional Steering Committee Responsibilities
- (1) Provide input into the strategic priorities and direction of Workforce Matters.
  - (2) Ensure that Workforce Matters activities, including those carried out in collaboration with other funders or philanthropy infrastructure organizations or philanthropy serving organizations, are in alignment with its mission, vision, values, strategies, budget, work plan, and funder expectations.
  - (3) Provide regular oversight of Workforce Matters' engagement in policy and advocacy activities.
  - (4) As necessary, provide leadership for work groups and committees.
  - (5) Provide input on the performance evaluation and compensation of staff and consultants.
  - (6) Work to support Workforce Matters by identifying resources to advance programmatic and budgetary goals.
  - (7) Identify opportunities to recognize and highlight Workforce Matters' mission, priorities, and accomplishments.

***History:***

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