

The California Endowment

CHARTER OF THE LEARNING AND PERFORMANCE COMMITTEE

PURPOSE

The Learning and Performance Committee (“Committee”) is appointed by the Board of Directors (“Board”) to strengthen organizational learning, knowledge production, and knowledge management activities and systems in order to better accomplish The Endowment mission.

AUTHORITY AND RESPONSIBILITIES

The Board grants the Committee authority and responsibility to:

1. Strategic Planning

- 1.1. Provide sentinel oversight for accountability of the strategic plan; and
- 1.2. Monitor and assess the progress and processes of the strategic plan implementation, and make a recommendation to the Board as needed.

2. Learning

- 2.1. Assess learning needs and opportunities from ongoing evaluations as they develop in real time;
- 2.2. Assess, identify and comment on topics and issues for Board learning and knowledge;
- 2.3. Build a culture of learning for impact within the Board;
- 2.4. Develop a deep understanding of The Endowment’s impact, through review and discussion with staff of evaluations, research, reports, briefs, and site visits;
- 2.5. Review select findings in alignment with the Strategic Plan, including emerging issues from The Endowment’s work and from relevant work of partners in philanthropy;
- 2.6. Strengthen The Endowment’s commitment to share its knowledge not only within the organization but with the broader field of philanthropy and the public;
- 2.7. Provide linkage between the Board and staff on organizational learning and knowledge management activities; and

3. General Responsibilities

- 3.1. Report to the Board on Committee activities;
- 3.2. Conduct annually a performance evaluation of itself in relation to the requirements of this Charter and such other matters as the Committee may deem appropriate and present such performance evaluation to the Board;
- 3.3. Review annually the Committee Charter and recommend any changes to the Governance Committee; and
- 3.4. Recommend to the Board any other actions related to learning and performance matters necessary for The Endowment to fulfill its mission.

COMPOSITION AND TERMS

Composition: The Committee consists of the three or more Directors. The Committee members shall be recommended by the Board Chair and appointed by the Board. The Board Chair shall designate a member of the Committee to serve as Chair of the Committee.

Terms: Each Committee member serves a one-year term, renewable annually by action of the Board.

MEETINGS

The Committee meets at least twice each year, with additional meetings held as needed to fulfill its responsibilities as described above. Meetings of the Committee are scheduled by the Committee Chair. The Committee may ask Management or others to attend the meeting and provide pertinent information as necessary.

PROVENANCE AND LIMITATIONS

The Committee is mandated by The Endowment's Bylaws (Article IV, Section 15(a)). Unless expressly delegated by the full Board when allowed under applicable law and The Endowment's Articles of Incorporation and Bylaws, the Committee shall not have the power or authority to act for the full Board. Meetings and actions of the Committee are governed by provisions of The Endowment's Bylaws that pertain to the actions of the Board (Article IV, Section 4).