



Culture Committee Bylaws

Future In Sight is committed to its culture. One way that the organization will begin demonstrating that commitment is through the institution of a Culture Committee.

The Definition of Company Culture and the Purpose of this Committee

BambooHR defines company culture as a shared set of workplace beliefs, values, attitudes, standards, purposes and behaviors. Factorial believes that a positive workplace culture supports and encourages workers and protects employee well-being. Indeed.com states that a company's culture includes the qualities that set them apart from other organizations.

The members of this committee will use the Values of Future In Sight as a guide to lead them in open and safe discussions around any existing culture issues and brainstorm ideas to address those issues. The Culture Committee will also brainstorm ways to bring the Values of Future In Sight to life in the everyday work of each employee and volunteer. Once the committee has a solid recommendation which could lead to a cultural shift or enhancement, a proposal will then be made to Future In Sight's leadership team along with a request for any support needed to put the idea into action. Recommendations and support requests will vary depending on the proposal but could include (and are not limited to) a request for policy change by the organization, financial support from the organization, or a request for financial and/or administrative support from the Sunshine Fund in order to execute a particular program or activity. Staff members are welcome to make suggestions to members of the committee to bring forward at a committee meeting.

Committee Membership

Membership to the Culture Committee is voluntary, however equitable representation of all departments at Future In Sight is recommended. Four (4) volunteer employees are recommended, which includes the Chair. Members will serve a one-year term starting on the fiscal year. The Culture Committee will meet monthly for one hour with additional meetings as needed during a program rollout. There will be a virtual option for all meetings. Membership on the committee may be renewed annually if there are not enough staff members interested in joining who did not serve on the committee the previous year. Committee members are encouraged to bring forth discussion points and ideas from their fellow staff members in these meetings.

Role of the Committee Chair

The Chair of the Culture Committee is responsible for conducting ongoing research on company culture and sharing thought-provoking articles with the group, although all members are welcome to participate in this. The Committee Chair will facilitate all meetings, utilizing conversation-starting tactics and sharing cultural examples from other companies in order create dialog which leads to the identification of opportunities for the committee to address. The Committee Chair owns all meeting invites. The Committee Chair will be nominated and voted on by the committee during the last meeting of the current fiscal year for the next fiscal year. The initial Committee Chair will be appointed by the Leadership Team.

The Values of Future In Sight

- We are dedicated to providing quality programs and services to our clients and their families.
- We embrace new ideas which help move us towards our vision.
- We treat each other and every person we serve with compassion and respect.
- We communicate openly and honestly with each other, our clients, and our community.
- We support our employees personally and professionally so they are best equipped to help our clients meet their unique goals.