

***Council for the Spanish Speaking, Inc. (CSS)***  
***614 W. National Ave., Milwaukee, WI 53204***  
***Tel. 414-384-3700, Web page: [www.spanishcenter-milw.org](http://www.spanishcenter-milw.org)***

***Table of Contents***

(We encourage the reader to visit our web page at [www.spanishcenter-milw.org](http://www.spanishcenter-milw.org) for more information on the agency and our annual report, which can be access under our “About Us” and the “Reports and Publications” link.)

- 1) Board Manuel Table of Contents
- 2) Letter of Welcome to New Board Members
- 3) CSS Mission, Vision and Values
- 4) Board of Directors: Roster with Names and Affiliation for 2010-2011
- 5) CSS Board Committees –Roster for 2010-2011
- 6) Board and Board Committee Meetings –Operational Statement
- 7) CSS Board Terms; Purpose on board; Race; Ethnicity; and Gender
- 8) CSS Bylaws 2011 – Revisions completed and approved by the Board on Nov 18, 2010
- 9) Responsibilities of Board Members 2011
- 10) Board Application 2011 – Must be on file for all board members
- 11) CSS Policies on Ethical Conduct -Approved by Board on April 2010 –Must be signed by all board members for appropriate filing.
- 12) CSS 501 © (3) Official IRS Letter of Non Profit Incorporation
- 13) CSS Audit 2009 (to be updated every year)
- 14) Organizational Chart with Names of all supervisors -2010-2011
- 15) Administrative Staff Roster – Contact information, phones and emails
- 16) Council for the Spanish Speaking, Inc. –Quick Facts on programs and Services
- 17) Council’s Services and Advocacy Visual Depiction
- 18) Employee Handbook Revised in 2011
- 19) CSS Strategic Plan Published in 2007
- 20) CSS Fund Development Plan Published in May 2007