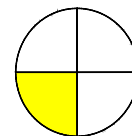


## Board of Directors Monitoring Report



**Policy Type:** Board – Executive Director Relationship

**Policy #:** BEDR3

**Policy Name:** Accountability of the Executive Director

**Page #:** 1 of 1

**Monitoring Report:** December 2018

The Executive Director is the Board's only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Board is concerned, is considered the authority and accountability of the Executive Director.

Accordingly:

1. The Board will never give instructions to persons who report directly or indirectly to the Executive Director.
2. The Board will refrain from evaluating, either formally or informally, any staff other than the Executive Director.
3. The Board will view Executive Director performance as identical to organizational performance, so that organizational accomplishment of Board stated Ends and compliance with Executive Limitations will be viewed as successful Executive Director performance. Therefore the Executive Director's job contributions shall be accomplishment of the Ends while maintaining compliance with the Executive Limitations.

### Board Met Expectations as evidenced by:

- The Board viewing the Executive Director's performance as a reflection of the Agencies performance
- Performance appraisal of the Executive Director that is current being completed by a sub-committee of the Board".
- Board Members do not evaluate staff other than the Executive Director
- Review of monthly report completed by Executive Director focusing on contributions which ultimately ties to the Ends.
- Meetings as well as minutes reflect discussion on conflicts or perceived conflicts that would be in contradiction of this policy

### Area for improvement as evidenced by:

Is the policy still current and relevant? This policy remains current and relevant.

Recommendation about whether the Policy should be revised. (Explain): Revisions are unnecessary at this time

Respectfully submitted by: Terra Lofts