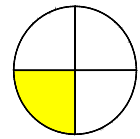


Board of Directors Monitoring Report



Policy Type: Board – Executive Director Relationship

Policy #: BEDR3

Policy Name: Accountability of the Executive Director

Page #: 1 of 1

Monitoring Report: December 2019

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:

1. Based on the Board's documentation, such as minutes, agendas, and others; as well as on the absence of any type of formal or informal indication of instructions from the Board to persons other than the Executive Director, so far the Board has been meeting the expectations as expressed on item 1 of Policy # BDR3.
2. Based on the Board's documentation, such as minutes, agendas, and others; as well as on the absence of any type of formal or informal indication of evaluation by the Board of any staff other than the Executive Director, so far the Board has been meeting the expectations as expressed on item 2 of Policy # BDR3.
3. The Board has appraised the Executive Director's performance on a permanent basis by monitoring and evaluating the organization's Ends accomplishments and the ED's limitations compliance. Furthermore, The Board has appraised the Executive Director's performance through a sub-committee of the Board. Based on that, so far the Board has been meeting the expectations as expressed on item 3 of Policy # BDR3.

Area for improvement as evidenced by:

Is the policy still current and relevant?

The policy # BDR3 remains relevant.

Recommendation about whether the Policy should be revised. (Explain):

N/A

Respectfully submitted by: Gustavo Petterle, December 9, 2019

POLICY REVIEW/REVISION DATES	SCHEDULED REVIEW FREQUENCY: 3 years
December 17, 2018	
December 18, 2017	
December 19, 2016	
December 09, 2019	