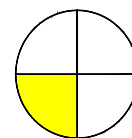


Board of Directors Policy



Policy Type: Board – Executive Director Relationship

Policy #: BEDR3

Policy Name: Accountability of the Executive Director

Page #: 1 of 1

Creation Date: April 14, 2003

Effective Date: April 14, 2003

Monitoring: December

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.