

POLICY #3: BOARD-PRESIDENT'S RELATIONSHIP

MONITORING PRESIDENT'S PERFORMANCE

Approved August 18, 2016

Monitoring the President's performance is synonymous with monitoring organizational performance against board policies on *ENDS* and on *Executive Limitations*. Monitoring will be as automatic as possible, using a minimum of board time so that meetings can be used to create the future rather than review the past.

1. The purpose of monitoring is simply to determine the degree to which board policies are being fulfilled. Information which does not do this will not be considered to be monitoring.

2. A given policy may be monitored in one or more of three ways:
 - A. **INTERNAL REPORT:** Disclosure of compliance information to the board from the President.

 - B. **EXTERNAL REPORT:** Discovery of compliance information by a disinterested, external auditor, inspector or judge who is selected by and reports directly to the board. Such reports must assess the President's performance only against policies of the board, not the external party unless the board has previously indicated that party's opinion to be the standard.

 - C. **DIRECT BOARD INSPECTION:** Discovery of compliance information by a board member, a committee or the board as a whole. This is a board inspection of documents, activities, or circumstances directed by the board which allows a "prudent person" test of policy compliance.

3. Upon the choice of the board, any policy can be monitored by any method at any time. However, each *ENDS* and *Executive Limitations* policy of the board will be classified by the board according to frequency and method of regular monitoring.