

Policies to be Monitored by Board – 4th Quarter 2023

DELEGATION TO THE CHIEF EXECUTIVE OFFICER POLICY

POLICY NUMBER: 03-004

POLICY TYPE: BOARD-STAFF LINKAGE

The board will instruct the Chief Executive Officer through written policies that prescribe the organizational Ends to be achieved and describe organizational situations and actions to be avoided, allowing the Chief Executive Officer to use any reasonable interpretation of these policies.

Accordingly,

1. The board will develop policies instructing the Chief Executive Officer to achieve certain results, for certain recipients, at a specified cost. These policies will be developed systematically from the broadest, most general level to more defined levels, and will be called *Ends policies*.
2. The board will develop policies that limit the latitude the Chief Executive Officer may exercise in choosing the organizational means. These policies will be developed systematically from the broadest, most general level to more defined levels, and they will be called *Executive Limitations policies*.
3. As long as the Chief Executive Officer uses *any reasonable interpretation* of the board's Ends and Executive Limitations policies, the Chief Executive Officer is authorized to establish all further policies, make all decisions, take all actions, establish all practices, and develop all activities.
4. The board may change its Ends and Executive Limitations policies, thereby shifting the boundary between board and Chief Executive Officer domains. By doing so, the board changes the latitude of choice given to the Chief Executive Officer. But as long as any particular delegation is in place, the board will respect and support the Chief Executive Officer's choices.

CHIEF EXECUTIVE OFFICER JOB DESCRIPTION POLICY

POLICY NUMBER: 03-006

POLICY TYPE: BOARD-STAFF LINKAGE

As the board's single official link to the operating organization, the Chief Executive Officer's performance will be considered to be synonymous with organizational performance as a total.

Consequently, the Chief Executive Officer's job contributions can be stated as performance in only two areas:

1. Organizational accomplishment of the provisions of board policies on Ends.
2. Organization operation within the boundaries of prudence and ethics established in board policies on Executive Limitations.