Policy Type: Board-Management Relationship

Policy Title: D2 – Accountability of the GM

Last revised: April 5, 2022

The Board shall assign accountability for all organizational performance to the GM.

1. The Board shall view organizational performance as successful if organizational accomplishment of Ends and organizational operation within Executive Limitations are satisfactorily demonstrated.
2. The Board shall not instruct nor evaluate any employee other than the GM.

Policy Monitoring

Definitions

Organization - our whole business. If we have more than one store, we would be looking at the total org. performance rather than the performance of individual business units.
Organizational performance - the performance of the Co-op.
Organizational accomplishments - meeting Ends policy through operational activities.
Executive Limitations - Avoiding unacceptable conditions set by the Board in the B policies.

Interpretations

Organizational performance is determined by how well the Co-op meets the A (Ends) and B (Executive Limitations) policies. The D2 policy holds the General Manager accountable for meeting our performance expectations, and for developing plans of action when not in compliance.

The D2.1 policy focuses on organizational performance through evaluation of the Ends and Executive limitation policies. In the past year, the Board has monitored our A policy (Ends) and voted to approve the monitoring report which showed the policy in compliance. All B policies were monitored in the past 12 months and all monitoring reports were acted upon. We find the Board to be in compliance with this policy.

Policy D2.2 prohibits the Board from instructing or evaluating any employee other than the general Manager. The Board and the Board president can evaluate and make requests from the Board administrative assistant as provided by policy B8 as authorized by the General Manager. We find the Board to be in compliance with this policy.

Observations and recommendation

The Board has spent the past year learning what this policy looks like in action. The Board has used the General Managers policy monitoring reports to gauge the success of the Co-op. Furthermore, the Board has not been involved in attempting to direct or evaluate Co-op staff employees. However, some individual Board members have continued to struggle understanding this policy.