Policy Type: Board-Management Relationship

Policy Title: D – Global Board-Management Connection

Last Revised: March 1, 2021

The Board's sole point of delegation for the operations of the Cooperative shall be the General Manager (General Manager).

Policy Monitoring

Definitions

Sole point of delegation - The only person the Board hires, monitors, and holds accountable for overseeing and managing the Co-op.

Interpretation

The CBLD template for the Global D policy reads "The Board has hired the General Manager to operate the business. We will be an excellent employer to the GM as our sole employee, cultivating a relationship rooted in equity, respect and mutual support. In delegating authority to the General Manager, we acknowledge the General Manager's expertise, and we will work collaboratively and transparently with the General Manager in addressing any issues as they arise." These words capture well the spirit of the D policies in fostering a positive working relationship between the Board and the General Manager.

In our version, the Board recognizes the General Manager's expertise and role as the chief operating officer for the Co-op. The Board directs the work of the Co-op by directing the work of the General manager. The General Manager will further delegate this work to Co-op staff. The Global D policy makes it clear that the Board shall not delegate other employees to manage the business because we delegate that authority (sole point) to the General Manager.

Noncompliance with Global D policy would include the Board attempting to manage or direct someone other than the General Manager. This may also include individual Board members attempting to direct or seek resources from Co-op staff members without Board or General Manager authorization.

Observations and recommendations

There is no evidence that the Board as a whole has attempted to, or done so, delegate Co-op work through anyone other than the General Manager; however, we are aware one or more individual Board members may have overstepped this policy. This will be discussed further in the monitoring report or policy D1 for this past 12 month period.