Q1 The Board shall hold the GM accountable for organizational performance. (Compliance with the sub-policies will demonstrate compliance with the top-level policy)Comments (If no comments, type N/A to satisfy the requirement):

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	N/A	4/25/2021 10:35 PM
2	Yes, but we have tolerated some non-compliance this last year (correctly so)	4/25/2021 6:47 PM
3	N/A	4/25/2021 11:39 AM
4	In compliance.	4/25/2021 11:13 AM
5	Yes, but in relation to the overall climate we are experiencing, e.g., the pandemic. - Mark	4/23/2021 9:42 AM
6	Where are the criteria for organizational performance defined?	4/20/2021 3:44 PM
7	N/A	4/20/2021 2:07 PM
8	N/A	4/20/2021 12:42 PM
9	Not clear how to hold GM accountable since there is no MBO in place to measure GM's performance objectively	4/20/2021 10:18 AM

Q2 The Board views organizational accomplishment of Ends and organizational operation within Executive Limitations as successful organizational performance.

Answered: 9 Skipped: 0

	IN COMPLIANCE	OUT OF COMPLIANCE	ABSTAIN	TOTAL	WEIGHTED AVERAGE
(no label)	88.89% 8	11.11% 1	0.00% 0	9	1.11

Q3 The Board does not instruct or evaluate any employee other than the GM.

Answered: 9 Skipped: 0

	IN COMPLIANCE	OUT OF COMPLIANCE	ABSTAIN	TOTAL	WEIGHTED AVERAGE
(no label)	100.00% 9	0.00% 0	0.00% 0	9	1.00

#	COMMENTS AND EXAMPLES;	DATE
1	Voting in compliance--the Board has not to my knowledge in the past year delegated to or instructed any other Co-op staff member except the Board admin, or support staff to conduct elections as per Policy C9. For the benefit of new directors and for posterity— regarding delegation to the Board admin, the formal procedure is for the Board to delegate administrative tasks to the GM and, in turn, for the GM to delegate those tasks to the Board admin, at the GM's discretion. However, this is a cumbersome process, especially when the GM is not present (such as during committee meetings or over email). As such, it has been decided that direct Board requests of the Board admin are an acceptable shorthand for the formal procedure, so long as it is understood that the GM may at any time request the formal procedure be used instead. The same is true for delegation to staff as per Policy C9. Thus, such requests have been deemed not in violation of this policy, but it is important to understand that the Board technically does not instruct the Board admin directly. –Cheyne	4/25/2021 11:39 AM