

Policy Type: Board-Management Relationship  
Policy Title: D4 – Monitoring GM Performance  
Last Revised: January 6, 2020

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1. The Board shall monitor and evaluate the GM's job performance.
2. The Board shall monitor all policies that instruct the GM. The Board can monitor any policy at any time by any method listed above but will ordinarily follow the schedule outlined in the Board Annual Calendar.
3. The Board will acquire monitoring information by one or more of three methods: (a) by internal report, in which the GM discloses policy interpretations and compliance information to the Board; (b) by external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies; or (c) by direct Board inspection, in which a designated director or committee assesses compliance with the policy.
4. The Board's standard for compliance will be any reasonable interpretation of the Board policy being monitored.
5. The Board will accept that the GM is compliant with a policy if the GM presents a reasonable interpretation substantiated by adequate data.
6. The Board of Directors will conduct an annual comprehensive evaluation of the General Manager's performance. This evaluation will take place annually in September and will be based on
  - a. a clearly stated intent to provide positive and constructive feedback;
  - b. a written narrative summary of the past year's performance that is based on monthly policy compliance feedback;
  - c. the establishment of clear expectations for future performance;
  - d. an evaluation of Board-GM relationship using the GM Leadership and Communication Evaluation form.