

Policy Type: Board-Management
Policy Title: **D4 – Evaluating the GM**
Adopted: April 22, 2020
Last Revised: March 22, 2025

The Board will systematically and rigorously monitor and evaluate the GM’s job performance compared to expectations set forth in Board policies.

1. The Board’s policy monitoring process is the foundation of our annual evaluation of the GM.
 - a. In January of each year the Board will review a summary of the monitoring reports received during the previous 12 months. Based on that review, compiled individual board member reviews of the GM, and the GM’s self-evaluation, the Board will present an evaluation letter to the GM. That letter will constitute our full evaluation, and it will be delivered no later than February 28th. The evaluation letter will be used in determining the annual contract terms for the GM.
2. 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.
3. The Board’s standard for compliance will be any reasonable GM interpretation (as described by operational definitions and metrics) of the Board policy being monitored. The Board is the final arbiter of reasonableness, but we will always judge with a “reasonable person” test rather than with interpretations favored by individual directors or by the Board as a whole.
4. The Board will accept that the GM is compliant with a policy if the monitoring report includes a reasonable interpretation and adequate data that demonstrate accomplishment of that interpretation.
5. The Board will 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.