



The intent of this policy is to enforce the accountability of the Chief Executive Office to the Board of Directors. Collectively, the President and the Executive Director shall comprise the Chief Executive Office, whom are accountable for the overall performance of IGNITE. The Executive Director is the Board's only link to operational achievements and conduct, so that all authority and accountability of full-time staff, is considered that of the Executive Director. Likewise, all authority and accountability of Executives is considered that of the President.

1. The Board shall never give instructions to persons who report directly or indirectly to the Chief Executive Office.
2. The Board shall not evaluate or reprimand, either formally or informally, any staff other than the Chief Executive Office.
3. The Board shall view Executive Director performance as identical to organizational performance. This is to relate organizational accomplishments of board-stated objectives as successful performance of the Executive Director.
4. The Board shall view President performance as identical to organizational performance and performances of the Executives. This is to relate Executives' accomplishments of board-stated objectives, as successful performance of the President.

*Date adopted by Board: December 4, 2013*

*Date amended by the Board: October 22, 2014*

*Date revised by CEO: October 17, 2017*