



The intent of this policy is to enforce the accountability of the Executive Director to the Board of Directors. The Executive Director is 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.

1. The Board shall never give instructions to persons who report directly or indirectly to the Executive Director.
2. The Board shall not evaluate or reprimand, either formally or informally, any staff other than the Executive Director.
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.

*Date adopted by Board: December 4, 2013*

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

*Date amended by the Board: October 17, 2017*