



The intent of this policy is to provide clarity as to the accountability of the Chief Executive Officer (CEO) to the Board of Directors. The CEO is accountable for the overall performance of IGNITE. The CEO is the Board's only direct link to operational achievements and conduct. As a result, authority and accountability for staff resides with the CEO, and their direct reports.

1. The Board shall never give instructions to persons who report directly or indirectly to the CEO.
2. The Board shall not evaluate, reprimand or praise, formally or informally, any staff other than their direct report, the CEO.
3. The Board shall view CEO performance as identical to organizational performance when it comes to results. This is to relate organizational accomplishments of Board approved objectives as the primary measure of the successful performance of the CEO.

*Date adopted by Board: December 4, 2013*

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

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

*Date revised: March 29, 2021*