

UUA Board of Trustees Policy Monitoring Report June, 2016

Policy	In Compliance	Out of Compliance	Policy is Compliant with PG	Policy is Not Compliant with PG	Unsure on Whether Compliant with PG
4.2 Part 1	5	2	4	1	2
4.2 Part 2	7	0	6	1	0
4.3 Part 1	3	3	3	3	0
4.3 Part 2	4	2	4	0	2
4.4	4	2	4	0	2

4.2 Accountability of the President

1. The President is the Board's only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Board is concerned, is considered the authority and accountability of the President.

COMMENT: One comment on part one, which is echoed in others, read: "I would rephrase the policy to acknowledge that while we work through the President, there are times when both the Moderator and President encourage direct contact with staff so long as the trustee is not directing the staff."

2. The Board will direct the President through written policies that prescribe the Shared Vision (ENDS) to be achieved, and describe organizational situations and actions to be avoided, allowing the President to use any reasonable interpretation of these policies.

COMMENTS:

- * Better integration of the interpretations into the reporting structure.
- * I think that the best way to get a handle on this would simply to have some discussion time between the Board and the President.
- * We have a long way to go before we will have the data necessary to monitor effectively.

4.3 Monitoring President Performance

- 1. Systematic and rigorous monitoring of President job performance will be solely against the only expected President job outputs: organizational accomplishment of the Shared Vision (ENDS)**

COMMENTS

* 4.3 as stated above does not read coherently, i.e., what does "...monitory of President job performance will be solely against the only expected....." mean? I said "no" above because I don't understand the item.

* We do not yet have adequate data to provide for creditable monitoring.

- 2. Organizational operation within the boundaries established in Board policies on Leadership Covenant and Expectations.**

COMMENTS

* None offered.

4.4 President Compensation And Benefits

The Board shall negotiate a contract with the President that will stipulate compensation and benefits for the President.

COMMENTS

* It would be wise to consider whether and how the contract reflects the job description.

* It could be we need to be clearer about the steps.

Analysis (aka Andy's Opinion): It seems we would do well to spend some time in a future meeting coming to understand the relationship between the board and president, especially in reference to our monitoring responsibilities of the president's performance.