

BOARD POLICY MANUAL

Type: Governance Process

Approved: April 19, 2011

Policy: GP-5 Board Team Principles

Revised: October 26, 2023

Last Reviewed: February 15, 2024

Board teams, when used, will be assigned so as to reinforce the wholeness of the Board's job and so as never to interfere with delegation from Board to Key Employees.

1. Board teams are to help the Board do its job, never to help or advise the staff. Teams ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation. In keeping with the Board's broader focus, Board teams will normally not have direct dealings with current staff operations.
2. Board teams may not speak or act for the Board except when formally given such authority for specific and/or time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the Director.
3. Board teams cannot exercise authority over staff. Because the Director and the Principal work for the full Board, he or she will not be required to obtain approval of a Board Team before an executive action.
4. If a Board Team is used to monitor organizational performance in a given area, the same Team must not have helped the Board create policy in that area. This separation of responsibility for policy development and responsibility for monitoring policy compliance is to prevent a Team from identifying with a part of the organization rather than the whole. The Board retains responsibility and authority to monitor organizational performance.
5. Teams will be used sparingly and ordinarily in an ad hoc capacity.
6. This policy applies to any group that is formed by Board action, whether or not it is called a team, and whether or not it includes board members. It does not apply to teams formed under the authority of the Director or Principal.
7. All team members shall abide by the same Code of Conduct as governs the Board.