

# MEMO

Attachment D



**Date:** June 10, 2016  
**To:** Board of Directors  
**From:** Roni Luckenbill, CEO  
**Subject:** Monitoring of Executive Limitations – 2.1, 2.2, 2.3 and 2.5, 2.6, 2.7

In preparation for the June board meeting, please review the attached monitoring reports for Executive Limitations:

- Policies: 2.1 – Treatment of Girls and Volunteers; 2.2 – Treatment of Paid and Volunteer Staff; 2.3 – Compensation and Benefits (Attachment E)
- Policies: 2.5 – Financial Condition and Activities; 2.6 – Asset Protection; 2.7 – Ends Focus of Grants, Commitments or Contracts (Attachment F)

According to Policy Governance, you should look for the following in Executive Limitations monitoring reports:

1. Enough evidence to overcome any reasonable doubt as to whether the expectations have been fulfilled.
2. Reasonableness of the CEO's interpretation.
3. Operational definitions when possible and appropriate.
4. Data selection to support the CEO's interpretation.
5. Actual data to show compliance.
6. Interpretation that shows results-orientation, not an accounting of activities.
7. Comparisons to objective standards of performance or administrative practices.

I look forward to sharing the reports with you at the June meeting.

