

The board has policies, it writes them down. They are in effect 24/7.

The board has an effective, rigorous and reasonable process for monitoring GM compliance /performance

STAFF	FIN COND	MEMB	CUST	FIN COND	PLANNING, GLOBAL EL	ASSET, BOARD.	ENDS, YR END FIN COND				FIN COND
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Sample timelines for the GM evaluation process and the GM compensation process for a co-op with fiscal year July 1 – June 30, and board elections in October.

The summary evaluation cycle is Aug-July so as to include the most recent Ends and Year-end Financial Conditions reports, and to allow conclusion prior to the new board being seated.

Compensation plan could run Jan –Dec, with two year terms.

Board previews eval process; memo and table delegated to Sec. for Aug - July	Board has executive session, affirms board decisions, frames letter to GM	Letter delivered to GM, follows board policies and eval principles
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JAN FEB MAR APR MAY JUN JULY AUG SEP OCT NOV DEC

The board thinks strategically about GM compensation and has an effective GM compensation process.

Year 1:	Board previews process	Strategic conversation #1	Strategic conversation #2	Board approves RFP, gives to GM			GM presents compensation proposal	Board acts on compensation proposal			
Year 2									Any annual triggers for contingency pay triggered		
Year 3			Board reviews RFP	Board approves RFP, gives to GM			GM presents compensation proposal	Board acts on compensation proposal			
Year 4									Any annual triggers for contingency. pay triggered		
Year 5	Board previews process	Strategic conversation #1	Strategic conversation #2	Board approves RFP, gives to GM			GM presents compensation proposal	Board acts on compensation proposal	Comments, feedback welcome: markgoehring@cdsconsulting.coop		

