

V. B – Board Transparency

8/8 answered that the verbiage is clear and 8/8 believed we were in compliance

V. D – Board Member's code of Conduct

5/8 Believed that the verbiage was clear. Three dissenting comments were made.

1. I think it would help to make a clear recommendation on how a board member should proceed if they disagreed with the majority decision.
2. I think we have to define this better. What does speaking with "one voice" mean? I think it means different things to different people.
3. Does this mean I have to uphold a decision I don't agree with? I think so, and that's fine. Does it mean I have to advocate it? I don't interpret it that way. Others have interpreted it differently.

5/8 Believed that we were in compliance. Three dissenting comments were made

1. We mostly speak with one voice, but I have heard some rumors that indicate someone or two have spoken to non-board members about sensitive issues that the board is dealing with and they are not always accurate.
2. Based on some items brought forth the past few meetings, I feel as though there are side meetings and discussions about confidential topics with non-board members, which has caused the rumor mill to start. We as BOT members need to remember to think before we speak outside of closed session to ensure that our rationale for speaking is truly the right thing for the church or if it is being done for personal reasons or to satisfy the agenda of a specific group as opposed to the whole congregation.
3. "decisions must be unambiguous, recorded in policy..." We spend a lot of time in Board meetings but our Policy manual show little recorded reflection of that if I remember correctly." Can you name the decisions "recorded in policy"?

IV. E – Monitoring CT performance

3/7 Believe the verbiage in this section is clear. Four comments were made

1. The text covers all bases at a very abstract level making "easily understood" quite difficult in a simple operational or procedural sense (point #4 is a good example). This section should be unpacked into multiple sections, so that it is not nearly so dense.
2. I think the term operational definition should be defined. It is an interpretation of the policy, as I understand it.
3. I'm not sure if it could be written any better, but it is definitely very dense and requires much study in order to implement it.
4. I am uncertain on how to improve it, but I think it needs rephrasing so it is comprehensible without feeling like it needs to be deciphered.

3/7 Believe we are in compliance with this section. Four comments were made

1. Operationally, this policy requires significant interaction and work from both the Board and CT together (to arrive at acceptable operational definitions, data, and evidence, and general interpretation of ends statements and limitations). More work than we have available people power to accomplish with everything else going on. Unfortunately, there is always something going on, and our insistence on this linkage policy means that we have no effective linkage when we don't follow it.
2. We are not in compliance with section 3, because we don't view the report as a learning opportunity (3a), and we don't follow the guidelines of 3b. I have never heard the concern over the reasonableness of the interpretation and the adequacy of data. We don't follow 3c as far as I can tell, and we fail on number 4 because I don't have a copy of the routine schedule so I have no way of knowing whether the CT is in compliance.

3. I do not believe that we have worked sufficiently with the CT to determine which metrics fit which issue that is being measured. For instance, many fundraising activities have no objective goal to determine success such as how many people participate, how much money is earned vs the time and monetary cost. There is an inherent value of social events but there are no goals for attendance--especially new people.
4. 2.The Board will acquire monitoring information in one or more of three ways: a) by "internal report," in which the Coordinating Team discloses compliance information to the board, b) by "external report," in which an external, disinterested third party selected by the Board assesses compliance with Board policies, and c) by direct inspection, in which a designated Trustee or Trustees assess compliance with the appropriate policy criteria. In my opinion we do not have the internal monitoring needed nor do we have the external report excepting the treasury. We do have periodic direct inspection, but I don't think it is sufficient.