



Board/Staffing Relationship Policy

Last revised July 2021

BOARD/PRESIDENT LINKAGE

LEVEL ONE

The Board's connection to the operating organization, its achievement, and its conduct will be through the President.

LEVEL TWO

UNITY OF CONTROL:

Only officially passed policies/motions of the board, speaking authoritatively as a group, are binding on the President.

ACCOUNTABILITY:

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.

DELEGATION TO THE PRESIDENT:

The board will instruct the President through written policies that prescribe the organizations Ends to be achieved and prescribe organizational situations and actions to be avoided, allowing the to use a reasonable interpretation of these policies.

MONITORING OF THE PRESIDENT'S PERFORMANCE:

Systematic and rigorous monitoring of President's job performance will be solely against the expected President job outputs: accomplishments of board policies on Ends and organizational operation with the boundaries established in board policies on Executive Limitations.

PRESIDENT TERMINATION:

Termination of the President is an authority retained by the Board of Directors, not delegated to any officer or committee. The Board of Directors terminates the President from their role and duties through a vote of the full Board in compliance with all Board meeting rules and procedures.

STAFF MEANS POLICIES

EXECUTIVE LIMITATION LEVEL ONE

The President shall have full authority to manage, direct and operate the affairs of 20 Liters except as limited by policy and the law.

EXECUTIVE LIMITATION LEVEL TWO

STAFF:

The term “staff” refers to employees and volunteers of 20 Liters, excluding only the Board of Directors. All staff are under the full authority of the Managing Director and subject to the standards of 20 Liters’ policies and manuals, as well as US, federal, state and local laws and regulations.

TREATMENT OF STAFF:

The President may not cause or allow conditions that are unfair, unorganized, undignified or unclear for staff. The President may not cause or allow staff to be discriminated against in accordance with the Non-Discrimination policy. The President may not cause or allow retaliation against any whistleblower in accordance with the Whistleblower Protection Policy

FINANCIAL PLANNING AND ACTIVITIES:

Financial planning for any fiscal year shall not deviate materially from the board's Ends priorities, risk fiscal jeopardy or fail to be derived from a long-range plan. The President shall not put 20 Liters at risk of financial harm due to failure to plan, budget or operate in a manner that deviates materially from the board’s designated Ends Policies.

EMERGENCY SUCCESSION:

In order to protect the organization from the sudden loss of the President, the President will not fail to familiarize the Executive Committee of the Board with current issues and operational processes. The President will not fail to put in place succession plans for all director-level staff. The President will not fail to put in place a continuity of operations plan for the organization.

ASSET PROTECTION:

Regarding the stewardship of assets, the President shall not allow the assets to be unprotected, inadequately maintained or unnecessarily risked.

COMPENSATION AND BENEFITS:

With respect to employment, compensation, and benefits to employees, consultants, contract workers, and any staff, the President shall not cause or allow jeopardy to fiscal integrity or public image. The Board retains the authority to set the compensation and benefits of the President, unless such authority is delegated via motion and vote to the Executive Committee of the Board.

COMMUNICATION AND SUPPORT TO THE BOARD OF DIRECTORS:

The President shall not permit the Board to be uninformed or unsupported in its work.

ORGANIZATIONAL ENDS POLICY

LEVEL ONE

20 Liters will provide the necessary programs, and services to individuals, families and groups in distribution areas to improve the quality of life, health, and sanitation.

LEVEL TWO

PROGRAM RESULTS:

20 Liters will not operate programs or services that do not act in service to the mission, vision and values of the organization.

PROGRAM MONITORING:

20 Liters will not fail to monitor the efficacy of programs and services as well as the validity of such monitoring tools and standards.

DETERMINATION OF RECIPIENTS:

20 Liters will not fail to establish guidelines for program and service recipients which act in service to the mission and in accordance with the vision and values.