

### **Executive director appointment, appraisal and succession.**

The Board of Directors shall appoint an Executive Director responsible for the overall operation of the agency.

The Board of Directors maintains a job description for the Executive Director position that includes minimum qualifications and which job description reflects the responsibility for overall operation of the agency.

The Board should annually conduct a performance review of the Executive Director in light of organizational accomplishments, and establish the total compensation package (salary, raises, bonuses and other benefits) reflecting his/her performance as well as industry standards.

The Board of Directors shall maintain a "Plan of Succession" for use in the event of an absence in the position, and/or the inability of the Executive Director to fulfill the duties of the office. The Plan shall be approved by the Board of Directors and shall be revised as necessary.