

SAMPLE POLICY REGARDING UNMET EXPECTATIONS

The board of this organization is only as strong as its weakest link. Therefore, expectations of individual directors are very high. Potential directors shall be made aware of all expectations prior to their agreeing to serve, and they shall be asked to affirm in writing that they know, understand, and consent to meet all expectations.

If a director cannot meet these expectations because of life situations, s/he may ask to go on sabbatical, during which time the individual will not be considered a director of the board to protect both the individual and the organization.

If a director is not on sabbatical and is not meeting expectations, either the board chair or a member of the board development committee will speak with this individual one-on-one to determine the reasons behind the failure to meet expectations, as well as his/her interest in continuing to serve. If after such conversation behaviors do not change and expectations remain unmet, the individual will be asked to step down.