 BOARD POLICY	Policy #: BCR-002	TYPE: Board-CEO Relationship
	Effective Date: June 29, 2004 Minute #: 04.06.11	
TITLE: Delegation to the Chief Executive Officer	Revised: June 26, 2007	
	Minute #: 07.06.14	


Overview:

The Board of the Addictions Foundation of Manitoba (AFM) is committed to establishing organizational direction and vision, providing leadership and ensuring organizational objectives are attained. All Board authority delegated to staff is delegated through the CEO, so that all authority and accountability of staff, is considered to be the authority and accountability of the CEO.

Policy Statement:

The Board will instruct the CEO through written policies that prescribe the organizational vision and mission to be achieved and describe organizational situations and actions to be avoided, allowing the CEO to use any reasonable interpretation of these policies.

- 1.0 The Board's role is generally confined to establishing the broadest policies. Implementation and subsidiary policy development is delegated to the CEO.
- 2.0 The Chief Executive Officer is accountable to the Board of Governors for the accomplishment of the organization's mandate within the boundaries established by the by-laws, strategic direction and Board's Executive Limitation policies.
- 3.0 As long as the CEO uses *any reasonable interpretation* of the Board's Governance and Executive Limitations policies, the CEO is authorized to establish all further management policies, make all decisions, take all actions, establish all practices and develop all activities.
- 4.0 The Board may change its policies, thereby shifting the boundary between Board and CEO domains. By doing so, the board changes the latitude of choice given to the CEO. As long as any particular delegation is in place, the board will respect and support the CEO's choices.
- 5.0 Only decisions of the Board acting as a collective body are binding upon the CEO.
 - 5.1 No individual Board member has authority over the CEO or any employee;
 - 5.2 In the case of board members or committees requesting information or assistance without board authorization, the CEO can refuse such requests that require, in the CEO's judgement, an excessive amount of staff time, funds or are disruptive to the daily operation of the organization.

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- 6.0** The CEO may act as a spokesperson for the Organizations as determined by the Board, and any statements made in this capacity shall not deviate from established Board policy.
- 6.1** The Board of Governors may delegate the CEO to act as spokesperson on specific Board issues.
- 7.0** Only the board acting as a body can employ, terminate, discipline, or change the conditions of employment of the CEO.
- 7.1** The Board may, for just cause, by resolution, revoke or suspend the appointment of the Chief Executive Officer;
- 7.2** If the CEO is unable to act in his or her capacity, the Board may, by resolution, appoint an individual to temporarily assume the Chief Executive Officer's responsibilities.