

Policy on Resolution of Board-E.D. Conflict

Purpose:

To facilitate and increase the effectiveness of the Board/E.D. relationship in the context of the inevitable misunderstandings and conflicts that emerge from time to time in such complex and vital relationships. The policy will outline processes and supports so such misunderstandings or conflicts can be handled in a manner which supports all parties and the communities which RTCC serves.

The relationship between Executive Director and Board is critical to the success of the RTCC mandate and must be nurtured and promoted through trust and candor.

This policy operates in concert with other Center policies such as, but not limited to, the Executive Limitations Policy and the Anti-harassment Policy.

Policy:

While misunderstandings and conflicts might be inevitable, RTCC will be proactive in minimizing the contexts in which such can arise. To that end, the Board will provide orientation to all board members, but in particular to new board members, in their role so that the delineation of responsibility between Board and ED is clear to all parties. This process will include familiarization with the Executive Limitations and other relevant policies.

The annual board self-assessment process will clearly identify how Board members view the relationship with the ED and the ED's view will be reflected in her/his annual evaluation. If any areas of concern are identified through these evaluations, they will be directly addressed through additional training and clarification.

In the event of a misunderstanding or conflict between the Executive Director and the Board or any individual Board members, the steps outlined below will be followed to ensure that the situation is addressed and does not destabilize the organization, enabling RTCC to continue to meet its mandate.

Process:

In the event of a conflict or perceived conflict, any Board member or the Executive Director can approach the Chair of the Board and/or the ED to raise their concerns. This can be done in confidence, if so desired.

The Chair and/or ED will then meet with the relevant parties to discuss the issue(s) and to look for a resolution.

If none is identified at this level, then the Chair, in consultation with the ED, will look for an external party such as a member of another AOCC, TNC or other non-governmental organization to facilitate an airing of the problem and a brainstorming of possible solutions. This process would then move on to implementing the best solution available to the parties.

If all of this fails to find a resolution, then the board may consider removal as the only outcome in the best interests of RTCC. If it appears that the issue is irreconcilable, the board may inform the City's AOCC liaison officer.

If, at any stage, a resolution is found and is appropriate to the parties and to the overall functioning of the Centre, the solution shall be shared with the board and incorporated into appropriate training material and policies of the Centre.