

SECTION B: BOARD AND GENERAL MANAGER (GM) RELATIONSHIP

POLICY NUMBER: 1

POLICY NAME: General Manager (GM) Role

APPROVAL DATE:

REVISION DATE:

1.01 The General Manager is responsible to manage the day-to-day operations of the Club, reporting to the Board of Directors. His/her actions are governed by the Policies and Procedures of the AGCC including executive limitations set out by the Board of Directors. The Board, with input from the General Manager and Board Committees, approves the Aims/Goals/Budgets to be achieved each year and the General Manager has the freedom to make decisions within those set policies and executive limitations to attain them.

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POLICY NUMBER: 2

POLICY NAME: GM Job Performance

APPROVAL DATE:

REVISION DATE:

2.01 The executive committee (which consists of the President, Vice President, Secretary and Treasurer of the Club) will negotiate and determine objectives and compensation for the General Manager. The committee will also be responsible for evaluation of the General Manager at the end of the year. The executive committee will prepare an annual report to the Board of Directors regarding compensation for and evaluation of the General Manager.

SECTION B: BOARD AND GENERAL MANAGER (GM) RELATIONSHIP

POLICY NUMBER: 3

POLICY NAME: GM Compensation and Benefits

APPROVAL DATE:

REVISION DATE:

- 3.01 The AGCC will pay its GM within a fair-market value for services within the context of fiscal responsibility to the organization, evaluated performance of Board established aims and adherence to Board policy limitations, and demonstration of personal and professional competencies defined for the position. Comparable compensation and benefit packages will be researched by the Executive Committee or an outside source at the discretion of the Board on a biennial basis. The Board will review benefits and adjustments to the salary range annually.
- 3.02 The Executive Committee will develop and manage the process for performance evaluation and for compensation adjustments and benefits programs applicable to the GM.
- a. Leadership/management standards and performance goals for the succeeding evaluation year will be established collaboratively by the Board and the GM by December 31st annually. During the year these will be immediately updated, again collaboratively, if operations circumstances necessitate that they be revised.
 - b. The committee will execute an annual evaluation by January 31st of the following year, and will include input specifically solicited from the Board. The committee will apprise the Board of appropriate highlights and outcomes from the evaluation process.