



## PROPOSAL

### Policy for Board Consideration Measurement of Organizational Effectiveness

Be it Resolved: The Gift of Adoption Fund ("the Fund") National Board approves a policy to conduct, on an annual basis a review of organizational effectiveness.

#### Elements of the Review:

Board Performance

Organizational Performance Scorecard

CEO Performance

#### Mechanisms for the Review:

Board Performance – Board self-review conducted in September

Organizational Performance Scorecard – Board review of Scorecard Performance

CEO Performance – CEO self-review

Note: Reviews data substantiated by Audited Financials

#### Timing of the Review:

The Board will measure organizational effectiveness each September and use this process as a basis for refining effectiveness measures on an ongoing basis

#### Oversight:

The Chairman of the Board has oversight responsibility to insure this policy is adhered to and meeting it's intended objectives.

#### Effective Date:

This policy is effective as of the date of Board ratification.