

COMMUNITY FOUNDATION OF OTTAWA

POLICY

POLICY: CEO PERFORMANCE REVIEW AND COMPENSATION

Statement:

The CEO is accountable to the Board of Governors as a whole for providing leadership and vision to CFO and for ensuring that its culture is that of an externally focused, continuously improving and results-driven organization.

The CEO plans, staffs, directs and is responsible for CFO's outcomes. Performance in these areas of accountability is reviewed annually, based on the criteria set out in the position description.

The Governance Committee ensures that the process is carried out by the Board of Governors or its designate(s). The review is followed by the determination of compensation for the following year. The CEO is not present when the Board reviews performance and compensation.

EFFECTIVE DATE:	May 28, 1998
LAST REVISED OR REVIEWED:	March 2013
SUBJECT TO REVIEW:	January 2018