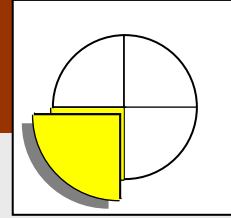


SUGAR BOWL SKI TEAM FOUNDATION

BOARD OF DIRECTORS POLICY



Policy Name: Global board-Executive Director Relationship

Number: BE

Policy Type: Board-Executive Director Relationship

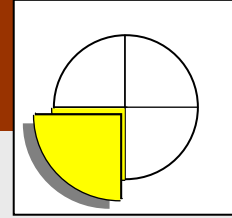
Date Approved: 7/11/05

Date Revised:

The Board's sole official connection to the operational organization, its achievements and conduct will be through a Chief Executive Officer, titled Executive Director.

SUGAR BOWL SKI TEAM FOUNDATION

BOARD OF DIRECTORS POLICY



Policy Name: Unity of Control

Number: BE-1

Policy Type: Board-Executive Director Relationship

Date Approved: 7/11/05

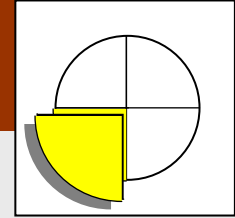
Date Revised:

Only officially passed motions of the Board are binding on the Executive Director.

1. Decisions or instructions of individual Board members, officers, or committees are not binding on the Executive Director except in rare instances when the Board has specifically authorized such exercise of authority.
2. In the case of Board members or committees requesting information or assistance without Board authorization, the Executive Director can refuse such requests that require, in the Executive Director's opinion, a material amount of staff time or funds or are disruptive.
3. Only the Board acting as a body can employ, terminate, discipline, or change the conditions of employment of the Executive Director.

SUGAR BOWL SKI TEAM FOUNDATION

BOARD OF DIRECTORS POLICY



Policy Name: Accountability of the Executive Director

Number: BE-2

Policy Type: Board-Executive Director Relationship

Date Approved: 7/11/05

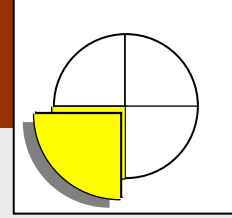
Date Revised:

The Executive Director is the Board's only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Board is concerned, is considered the authority and accountability of the Executive Director.

1. The Board will never give instructions to persons who report directly or indirectly to the Executive Director.
2. The Board will refrain from evaluating, either formally or informally, any staff other than the Executive Director.
3. The Board will view Executive Director performance as identical to organizational performance, so that organizational accomplishment of Board stated Ends and compliance with Executive Limitations will be viewed as successful Executive Director performance. Therefore the Executive Director's job contributions shall be accomplishment of the Ends while maintaining compliance with the Executive Limitations.

SUGAR BOWL SKI TEAM FOUNDATION

BOARD OF DIRECTORS POLICY



Policy Name: Delegation to the Executive Director

Number: BE-3

Policy Type: Board-Executive Director Relationship

Date Approved: 7/11/05

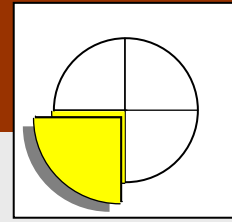
Date Revised:

The Board will instruct the Executive Director through written policies which prescribe the organizational Ends to be achieved, and describe organizational situations and actions to be avoided, allowing the Executive Director to use any reasonable interpretation of these policies.

1. The Board will develop policies instructing the Executive Director to achieve certain results, for certain recipients at a specified cost. These policies will be developed systematically from the broadest, most general level to more defined levels, and will be called Ends policies.
2. The Board will develop policies that limit the latitude the Executive Director may exercise in choosing the organizational means. These policies will be developed systematically from the broadest, most general level to more defined levels, and they will be called Executive Limitations policies.
3. As long as the Executive Director uses *any reasonable interpretation* of the Board's Ends and Executive Limitations policies, the Executive Director is authorized to establish all further policies, make all decisions, take all actions, establish all practices and develop all activities.
4. The Board may change its Ends and Executive Limitations policies, thereby shifting the boundary between Board and Executive Director domains. By doing so, the Board changes the latitude of choice given to the Executive Director. But as long as any particular policy is in place, the Board will respect and support the Executive Director's choices. This does not prevent the Board from obtaining information from the Executive Director about the delegated areas, except for confidential data.

SUGAR BOWL SKI TEAM FOUNDATION

BOARD OF DIRECTORS POLICY



Policy Name: Monitoring Executive Director Performance

Number: BE-4

Policy Type: Board-Executive Director Relationship

Date Approved: 7/11/05

Date Revised: 4/20/06

Systematic and rigorous monitoring of Executive Director job performance will be solely against the only expected Executive Director job outputs: organizational accomplishment of Ends and organizational operation within the boundaries established in Executive Limitations.

1. The purpose of monitoring is simply to determine the degree to which Board policies are being fulfilled. Only information which does this will be considered to be monitoring. Monitoring will be as automatic as possible, using a minimum of Board time so that meetings can be used to create the future rather than to review the past.
2. A given policy may be monitored in one or more of three ways:
 - 2.1. Internal report: Disclosure of compliance information by the Executive Director, along with his or her explicit interpretation of Board policy, and justification for the reasonableness of interpretation.
 - 2.2. External report: Compliance information generated by an impartial, external auditor, inspector or other qualified expert who is selected by and reports directly to the Board. The external party will first be provided with the Executive Director's explicit interpretation of the policy and justification for the reasonableness of interpretation.. The report must assess the reasonableness of the interpretation of Board policy and compliance with it. The basis for assessment is *not* the standards of the external party, unless the Board has previously indicated that party's opinion to be the standard.
 - 2.3. Direct Board Inspection: Discovery of compliance information by a designated Board member, a committee or the Board as a whole. This is a Board inspection of documents, activities or circumstances directed by the Board that assesses compliance with policy, with access to the Executive Director's justification for the reasonableness of his/her interpretation. Such an inspection is only undertaken at the instruction of the Board. Direct inspection may occur only with the Executive Director's knowledge, other than in the case where there is sufficient evidence to indicate probable non-compliance with law.
3. In every case, the standard for compliance shall be *any reasonable Executive Director interpretation* of the Board policy being monitored. The Board is the final arbiter of reasonableness, but will always judge with a "reasonable person" test rather than interpretations favoured by Board members or even the Board as a whole.
4. The Board may monitor any policy by any of the above methods at any time. For regular monitoring, however, each *Ends* and *Executive Limitations* policy will be classified by the Board according to frequency and method.
5. Executive Director annual evaluation will be based on the achievement of the Board's *Ends* Policies and non-violation of its *Executive Limitations* policies. This formal evaluation will be conducted by cumulating the regular monitoring data (including internal reports, external reports, and direct inspection) provided during the year and the Board's recorded acceptance or non-acceptance of the reports, and identifying performance

trends evidenced by that data

- 5.1. This evaluation will be conducted by the Board or a Board-appointed committee annually between 4/15 and 5/31 of each year.
- 5.2. Two Board members appointed by the Board will present the Board's performance assessment and proposed Executive Director compensation (following the process outlined in BE-5) to the Executive Director after approval by the full Board.

Sugar Bowl Ski Team Foundation

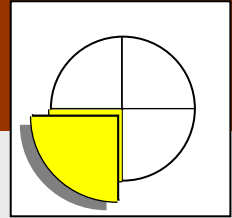
For Monitoring Schedule, see website at

<http://sbstfdb.passwordprotection.com/MeetingDocs/Monitoring/Monitoring.htm>

	Policy	Method	Frequency
E-	Ends	Internal Report	Annual
EL	General Executive Constraint	Internal Report	Annual
EL-1	Treatment of Staff	Internal Report	Annual
EL-2	Financial Planning	Internal Report & Direct Inspection (Preliminary upcoming year budget 5 months prior to new fiscal year)	Annual
EL-3	Financial Condition	Internal Report & External Audit	Quarterly Annual
EL-4	Asset Protection	Internal Report & External Audit	Quarterly Annual
EL-5	Treatment of Participants and Families	Internal Report	Annual
EL-6	Compensation and Benefits	Internal Report & External Audit	Annual
EL-7	Communication and Support to Board	Internal Report	Annual
EL-8	Emergency Executive Succession	Internal Report	Annual
EL-9	Public Image	Internal Report	Quarterly
EL-10	Fundraising	Internal Report	Quarterly
EL-11	Safety	Internal Report & Direct Inspection (Employee, Ski Team, & Academy handbooks; Academy application packet)	Quarterly
EL-12	Volunteers	Internal Report	Annual
EL-13	Scholarships & Financial Aid	Internal Report	Annual

SUGAR BOWL SKI TEAM FOUNDATION

BOARD OF DIRECTORS POLICY



Policy Name: Executive Director Compensation

Number: BE-5

Policy Type: Board-Executive Director Relationship

Date Approved: 4/20/06

Date Revised: 5/25/06

Executive Director compensation will be decided by the Board as a body, in accordance with the conflict of interest and compensation policies set forth in the Foundation's bylaws.

1. Compensation will be based on Executive Director performance, existing financial capabilities of the Foundation, and executive market conditions.
2. Compensation will be decided following the formal evaluation described in BE-4.
3. In determining whether the compensation arrangement is reasonable, the Board shall follow the compensation policies set forth in the Foundation's bylaws.
4. A committee process may be used to gather information and to provide options and their implications to the full Board for its decision.