

COLUMBIA BASIN TRUST
BOARD POLICIES

**Performance Evaluation for the Board, Operating Subsidiary
Boards, Directors and Committees**

BOD10

- 1.1 In order to carry out its mission on behalf of Basin residents, and remain an accountable organization, the Trust Board is responsible for establishing and following sound governance principles and processes. Part of this responsibility is a commitment to assess Board, Directors' and Board Committees performances.
- 1.2 A questionnaire regarding Board performance will be completed by each Trust Board member individually on a biennial basis. The input of Directors will be summarized on a confidential basis, provided to each Director and reviewed by the Board.
- 1.3 A questionnaire regarding each Committee's performance will be completed by each Trust Board Committee member on a biennial basis. The input of Committee members will be summarized on a confidential basis, provided to each Committee member and reviewed by the respective Committee and the Board.
- 1.4 A questionnaire regarding each operating subsidiary Board's performance will be completed by each subsidiary Board member on a biennial basis. The input will be summarized on a confidential basis, provided to each subsidiary Board member and reviewed by the subsidiary Board and the Trust Board.
- 1.5 In years in which the questionnaires are not completed by the Board or Committees, the Board Chair will facilitate a discussion with the Board, reflecting on performance, and Committee Chairs will facilitate discussions with Committee, reflecting on performance.
- 1.6 The Board of Directors is committed to continuously improving its evaluation processes and may implement evaluation processes for individual Directors.
- 1.7 The Board of Directors may evaluate the performance of the Board Chair at its discretion.