

WORKING RELATIONSHIP AGREEMENT

Board of Trustees -- Executive Team

We will work effectively together by:

- 1** Being accountable to each other, arriving well-prepared to meetings and being engaged in Board affairs.
- 2** Communicating well by making statements and requests in a clear and direct manner and listening generously to each other.
- 3** Fostering an environment where constructive dissent is welcomed, where people are encouraged to share their unique perspectives on issues and topics, and where 'group think' is challenged respectfully and creatively.
- 4** Respecting and acknowledging each other, and appreciating our individual contributions and the voluntary nature of this commitment.

Board Approved November 1, 2011