



National Association of Pastoral Musicians

Governing Policy (*Section 4*): Executive Limitations

4.0: Global Executive Limitations

(What the CEO CANNOT Do in Achieving Ends)

Approved: 10/8/18

The CEO shall not fail to fulfill the responsibilities articulated in the NPM Constitution, and shall not place any priorities higher than achieving NPM's mission as articulated in Ends policies.

The CEO shall not cause or allow any organizational practice, activity, decision, or circumstance that is either unlawful, imprudent, or in violation of commonly accepted business practices, professional ethics and practices, or contrary to the teaching of the Catholic Church..

4.1: Ethics, Morals, Good Standing with the Church

Approved: 4/3/19

The CEO shall not behave in a manner that is inconsistent with commonly accepted professional ethics.

The CEO shall not cause or allow any practices, activities, decisions, or circumstances which are contrary to the teaching of the Roman Catholic Church.

If the CEO is Catholic, he/she shall not fail to be a member in good standing with the Church.

If the CEO is not Catholic, he/she shall not behave in a way that would cause or bring about scandal to the organization.

4.2: External Relationships

Approved: 4/3/19

With respect to interactions with vendors, ecclesial partners, industry partners, members and potential members, the CEO shall not cause or allow conditions, procedures, or decisions that are unsafe, untimely, undignified, or unnecessarily intrusive.

4.3: Financial Constraints

Approved: 5/28/19

The CEO shall not cause or allow any conditions, practices, or decisions that put the association in unnecessary financial jeopardy.

4.31: Asset Protection

Approved: 5/28/19

The CEO shall not cause or allow corporate assets of any kind (including but not limited to real property, intellectual property, financial assets, image and reputation) to be unprotected, inadequately maintained, or unnecessarily risked.

4.32: Financial Condition and Activity

Approved: 5/28/19

With respect to the actual, ongoing financial conditions and activities, the CEO shall not cause or allow the development of financial jeopardy or material deviation of actual expenditures from board priorities established in Ends policies.

4.4: Treatment of Staff

Approved: 5/28/19

With respect to the treatment of paid and volunteer staff, the CEO may not cause or allow conditions that are unjust, undignified, or disorganized.

4.4.1: Employee Handbook

Approved: 4/16/20

The CEO shall not fail to distribute an employee handbook to each new hire and have them sign that they have received and read the document.

4.5: Emergency CEO Succession

Approved: 4/3/19

To protect the board from sudden loss of CEO services and to ensure consistent execution of the association's mission as found in Ends policies, the CEO shall not fail to have at least one senior employee sufficiently familiar with board and CEO issues and processes, who can take over with reasonable proficiency as an interim successor.

4.6: Communication and Support to the Board

Approved: 4/3/19

The CEO shall not cause or allow the board to be uninformed or unsupported in its work.

The CEO shall not fail to inform the board of pressing issues and threats to organizational health in a timely manner.

The CEO shall not fail to provide the board with organizational resources needed to exercise its governance role, including but not limited to:

- Reports as prescribed for monitoring in Board-Management Delegation policies
- Other reports on organizational activity as requested by the board within a reasonable timeframe
- Access to organizational resources for governance tasks (e.g. reimbursements for board expenses, securing meeting spaces, etc.), including those enumerated in the Cost of Governance policy, or otherwise mandated by the board.

4.7: Diversity among Member Leaders

Approved: 4/16/2020

The CEO shall not fail to build a volunteer team with diversity in race, gender or age in positions that he/she nominates/recruits.