

## **Cross Country Canada – Governance**

Welcome to the Cross Country Canada (CCC) Board of Directors (the Board). As a Board we have placed a priority on governance, to ensure that we, as Directors, understand our governance role and conduct ourselves as Directors and as a Board as an effective governance mechanism for both CCC and our membership.

The CCC Board operates as a policy board under a slightly modified Carver model. We represent the membership of CCC – the Divisions – and hold the CCC management team accountable to achieving the objectives of the organization

Our primary focus is to ensure that CCC is executing its mandate in alignment with the strategic plan. As such we expect regular reporting from the CEO on progress, opportunities and risks in order to assess progress against the strategic plan and ensure awareness of emerging issues. We do not get involved in day-to-day management activities, and we hold ourselves accountable to ensure that we remain focused on the right areas.

### **CCC Governance**

1. The Board represents the needs and desires of “the membership”, the Divisions from across the country – we are the connection of the membership to the CCC organization
2. The Board sits between the membership and the organization of CCC, as such it is responsible and accountable for the performance of the organization.
3. The Board acts as a unit, not individually. We have established Committees to assist in executing the responsibilities of the Board, however all decisions are taken as a group. The typical committees are:
  - a. Finance Committee – Financial monitoring
  - b. HR Committee – CEO Assessment
  - c. Governance Committee – Board accountability and activities
  - d. Strategic Planning Committee – Organization Monitoring
  - e. Education Committee – Strategic project around athlete retention
4. Through the Strategic Plan the Board establishes the desired long-term results for the organization. The management team - led by the CEO - then uses that direction to establish annual business plans.
5. The CEO is the exclusive connection between governance and management. We as a Board honour the authority/accountability of that position in our communications and activities.
6. The Board will monitor organizational performance through regular reporting from the CEO at each Board Meeting and at the semi-annual face-to-face meetings. The reporting framework is to be established through the Annual Business plan.

To assist you in coming up to speed as a Board Member we have prepared an introductory package - starting with the “Reading List” document.