



Script

Governance Review – Three Minutes for Governance

The purpose of Three Minutes for Governance is to produce educational commentary videos to assist the membership in their understanding of BC Hockey Governance topics in simple, layman's terms. Many of the subjects have been raised by members in the governance review process.

This "Three Minutes for Governance" video pertains to **the difference between policy and operations.**

Good governance of an Association involves elements of policy and operation. If done correctly it can set the stage for;

- Better performance
- Financial stability
- AND
- Member satisfaction and support

Before we examine policy and operations of the organization a couple of definitions are required;

The **BOARD** refers to new BC Hockey Board of Directors. It is proposed to consist of a Board Chair and eight directors, all of which are elected by the membership.

STAFF refers to the volunteers that operate the work of the organization (unpaid staff) as well as the paid employees of BC Hockey

The Board and staff have very different roles towards the same goals.

In BC Hockey's governance review the organization is transitioning to a Policy Board where the Board has the huge responsibility of directing and guiding the organization. To do so limits their involvement in the management of the day to day operations or hands on work with program components. In other words they are no longer a Management Board or a Working Board.

So as a Policy Board, the Board inherits the following;

- The ultimate responsibility to be accountable to members
- Establishing the rules, policy systems and controls for the organization
- Establishing BC Hockey's image and ethical standards
- Creation of the BC Hockey strategic plan,
- Through policy, the Board defines how employees and volunteers represent BC Hockey
- A role in the recruitment of personnel to serve on the Board and Standing Committees

To do so the Board must have a vision for the organization to;

- Build the strategic plan and the goals they need to achieve
- Agree on the values the organization must live by and represent these values through high standards of ethical behavior
- Set new direction based on results, data, and an analysis of trends both internally and externally



AND

- Engage the membership, committees and other shareholders in meaningful discussion about BC Hockey.

Staff, again referring to both volunteers and employees, on the other hand, is responsible for the activities required to meet the strategic direction of the Board. To do so their role is;

- To be accountable to the COE who is ultimately responsible to the Board
- To live by the values of BC Hockey set by the Board
- To define the role of paid and volunteer staff toward the strategic plan
- To recruit staff for Program Committees, Delivery Groups and Task groups
- To operate towards the goals of the strategic plan

By doing this all staff;

- Represent the image and ethical standards established by the Board
- Engage members in the delivery of programming opportunities that will meet the goals established by the Board.

Although responsible for different aspects of the organization the Board and Staff may use similar processes. To further explain the difference between the two here are examples;

In example #1 both Board and staff are involved in orienting, developing and recognizing personnel. The Board handles this for Board members and Standing Committees with the operational assistance of staff.

Senior Operational Staff, on the other hand, orient, develop and recognize program staff based on the policies developed by the Board.

In example #2 the Board approves Standing Committee members, for example: the members of the Finance Committee.

The staff (CEO) would approve operational positions like District Coach Coordinators or Team BC coaches although the Board may set selection policy and ratify the choice.

The synergy between the Board and staff is critical. They must be on the same TEAM in order to;

- Engage members
- Demonstrate the principles, behavior and ethical standards of the organization

And

- To cooperatively work towards the strategic needs of BC Hockey.

Finally

It probably goes without saying, but

The system and strategic direction must ultimately support the athlete.