



## **BRYST GOVERNANCE**

BRYST Club's Board of Directors understands that strong club governance accompanies and guides BRYST's long-term organizational success. BRYST's key strategic priorities are:

- increasing participation levels through increased engagement with our community leaders and user groups
- offering exceptional programming in every division of our club regardless of skill level or performance barriers
- community leadership by staying true to the CLUB's culture, developing players, coaches and volunteers.

BRYST's Directors has been at the center of these key strategies, helping to design and implement them, and seeing that they guide the BRYST's operations.

Reflecting its commitment to continuous improvement, the Board reviews its governance practices on an

ongoing basis to ensure that they promote value to its members.

Board Independence, Expertise and Accountability

- **Board Experience and Diversity**

» BRYST's Directors are comprised of individuals with relevant sector experience in the fields of business, public service, corporate governance experience, educational achievement, strong moral and ethical character and diversity.

Board Focused on Key Business Priorities

- **Strategic Role.** The Board plays a major role in overseeing BRYST's strategic plan. They review the strategic plan and receives detailed briefings throughout the year on critical aspects of its

implementation.

- **Risk Management.** Annually, the Directors reviews each of the top risk areas identified by management to ensure risks are being adequately managed.
- **Succession Planning and Professional Development.** The Directors has extensive involvement in succession planning and professional development. Regular reviews of professional training and development programs, to ensure that all have access to ongoing education.

Established Policies Guide Governance and Business Integrity

- **Governance and Policies.** The BRYST's Directors is committed to governance and policies. The Directors reviews governance, administration, and operational policies to ensure that the BRYST abides by best practices. The board operates, using one voice and rarely works with committees.
- **Code of Conduct.** All members and staff abide by the BRYST's Code of Conduct, which promotes the highest ethical standards in all the Club's dealings.

### **Direct Access to Management**

- **Direct Access to Management.** The Board's direct access to the staff continue outside the boardroom.

### **Management Accountability**

- **Senior Staff Hiring:** The Board is committed to hire staff member to ensure effective management is in place.
- **Evaluation Process.** The Board's evaluation of the staff is an annual process. The evaluation by the Board against the goals set each year, including both objective measures and subjective criteria reflective of the Club's strategy and core values.

### **Effective Oversight**

- **Board Size.** Designed to maximize board effectiveness, BRYST's by-laws fix the number of directors be 3. BRYST believes that the current size of the board is very effective for the size of our club. With the number of Standing Committees, the BRYST believes the level of scope and engagement is ideal.
- **Meeting Attendance.** On average, the incumbent directors attended 100% of the meetings.

## **Continuous Improvement through Evaluation and Education**

- **Board Self-Evaluation Process.** Each year, the Board evaluates its performance against the goals and objectives of the strategic plan. Board evaluations are based on the following: financial oversight, succession planning, strategic planning, governance, code of conduct, ethics, and compliance and Board structure and role. The Board then considers the results of the evaluation and identifies steps to enhance its performance.