



The **Programs Committee** is a standing committee of the Board of Sovereign Lake Nordic Club (SLNC). It is responsible to the Board of Directors and reports at monthly Board meetings.

PURPOSE: The Programs Committee is responsible for program strategy and oversight on behalf of the Board. The purpose of the Programs Committee is to:

1. Establish and champion a framework to guide the development, implementation and continuous improvement of SLNC programs.
2. Develop programs strategic plans for specific time periods, as may be directed by the Board of Directors, that identify and address priorities for program structure, program leadership, resourcing, return on investment, communication structure, and continuous improvement.
3. Provide diverse and balanced perspective to the Board on the design, implementation, and evaluation of programs.
4. Actively promote and grow programs and related initiatives to the Board, club members, and the broader community.
5. Ensure problem-solving of issues that arise related to Sovereign programs.
6. Establish SLNC programs as a beneficial asset of the club in the views of athletes, families, coaches, all club members.

CORE RESPONSIBILITIES:

1. Establish and build club commitment to a programs vision, mission, and goals (Vision, Mission, Goals)
2. Outline the program structure envisioned, and leadership, coaching and resourcing needs (Program Structure and Leadership)
3. Review gaps and overlaps in resources (both personnel and material) and establish a model to develop and deploy resources to match program needs (Long Term Resource Development)
4. Assess the local ski market and level of participation in the recent past, along with revenues and expenses, and establish options that will lead to financial sustainability of programs (Return on Investment)
5. Consult with diverse perspectives involved with managing, delivering, and receiving SLNC programs, understand their concerns and interests, and develop a decision making and accountability model (Communication Structure)

6. Establish periodic and annual processes to review programs and their implementation, and recommend any changes to the Board (Continuous Improvement)

COMMITTEE MEMBERSHIP: The core committee will nominally be comprised of one Board member, the General Manager, and up to three community volunteers. Additional committee members will be considered on an as-required basis. Necessary expertise will include: understanding of Nordiq Canada's Long-term Athlete Development model; experience with Nordic club programs governance, management, and operations, including coaching and resource models; organizational leadership and strategic planning.

COMMITTEE MEETING SCHEDULE: The Programs Committee will meet monthly. It is expected that committee work will happen between meetings, including engagement with relevant stakeholders.