

Notice of Election (2024)

Female Athlete Director to Nordiq Canada Board of Directors

Call for Candidates and Election Process

About the Position

The Athlete Directors (sometimes referred to as "Athlete Reps") are full voting members on Nordiq Canada's Board of Directors. In decision making at the Board level, they represent the perspectives of athletes who have Nordiq Canada race licenses. They are crucial to ensuring the athlete's voice is heard, and to Nordiq Canada's success as an organization.

Nordiq Canada has two Athlete Director positions, with the requirement of gender equity between the two. The current male Athlete Director is Julian Smith. Julian was elected in 2023. This election will elect a female Athlete Director. The current female Athlete Director is Katie Weaver.

Candidates representing *all* athletes - Olympic stream and Para-Nordic stream - are desired.

The Process

- Candidates are required to declare their Intention to Run in advance and submit written materials for their "Pitch" by the deadline outlined below.
- Candidates will be introduced and answer questions from fellow athletes at a virtual National Athlete Meeting on Zoom.
- The election will take place on an online voting platform called ElectionBuddy. The "pitches" will be posted on the ElectionBuddy site.
- Race license holders from the 2023-2024 season will receive an email from ElectionBuddy with a link to candidate information and the voting process.

Who is Eligible

To run for this position (as per the Nordiq Canada by-laws), you must:

- be, or have been at some point during the prior eight years, an active Canadian cross-country ski racer and license member at the national or international level
- be at least 18 years of age on the first day of voting (March 18)

Length of Term

- The position is a two-year term, expiring at the Athlete's Meeting at Canadian National Championships in 2026. Athlete Directors are eligible to serve up to three consecutive terms.

About the role

Focus on Governance

- The Nordiq Canada Board is a governance focused Board. Nordiq Canada employs a form of governance that separates governance from day-to-day operations. The Board sets long-term strategic direction for Nordiq Canada and then monitors the ongoing performance of the organization in achieving that direction on behalf of the Voting Members (the Divisions and the race license holders). Through the Ends (otherwise known as goals), the Board establishes the desired long-term results for the organization. The management team - led by the CEO - then uses that direction to establish the strategic plan and annual business plans. The CEO is responsible for the day-to-day operations in accordance with Board policies and within any limitations imposed by the Board. While the Board is accountable for all of Nordiq Canada's activity, it delegates to the CEO the responsibility for carrying out the actual work of the association, empowering the CEO to execute the “how” of achieving the organization's goals to the maximum extent that is consistent with maintaining the Board's accountability.
- The Board develops and implements the Board Policy Manual which comprises the long-term goals for the organization, any limitations that the CEO must consider and the procedures for the operation of the Board.
- The Board acts as a unit, not individually. The Board Committees assist in executing the responsibilities of the Board and advising the Board; however, all decisions are taken as a group.
- The Board has committees of the Board to support it in its role. Athlete Directors are also members of approximately two Board committees, based on availability and committee requirements. Board committees currently include:
 - Finance, Audit and Risk
 - Governance
 - Human Resources
 - Nordiq Canada Development Fund
 - Safeguarding
 - Nominating

Note that these are Board specific Committees that advise the Board and their mandate. These committees do not advise any operational areas, which are under the jurisdiction of the CEO.

Operational Input through the Athlete Advisory Committee

The Athlete Directors are co-chairs of the Athlete Advisory Committee, which brings together athlete reps from across the country to discuss issues and advise the CEO and Board. The Athlete Advisory Committee is unique in that it provides both operational and governance feedback to the CEO and the Board respectively. This committee meets approximately six times per year.

Time Commitment

- The Nordiq Canada Board meets monthly for regular meetings (currently the second Monday of each month), and occasionally for other special meetings. All Board members are expected to prepare for and attend all meetings, as well as Nordiq Canada's AGM. The first Board meeting for the new Athlete Director will be in April 2023.
- The Board also meets in person 1-2 times per year including the AGM which involves 2-3 days of meetings
- All Board members also participate in a variety of Board educational activities throughout the year. The first education activity will be a governance education course for all new Board members which takes about 8 hours in total. All Board members are also required to take SafeSport training. These educational opportunities help make the board more efficient and effective and are valuable personal development opportunities.
- Board committees meet 4-8 times per year.
- The Athlete Advisory Committee meets approximately 6 times per year.

Potential Athlete Director should familiarize themselves with Nordiq Canada's

- [Board Policy Manual](#)
- [By-laws](#)
- [Strategic Plan](#)

Benefits of Being an Athlete Director

Written by Katie Weaver

Through my experience in being the Female Athlete Director I've gained skills that have helped me develop as a person. I've gained:

- *Better critical thinking, open mindedness, and communication skills. I've learned to communicate the voices and best interests of the athletes while keeping in mind the current barriers and constraints of the organization.*
- *Improved leadership, organization, and initiative in chairing the Athlete Advisory Committee.*
- *The ability to take on special projects as an opportunity to contribute to meaningful change on topics I care about with my involvement with sub-committees.*
- *My ability to see things through a big picture lens and address them with detail-oriented actions has improved because of this role.*
- *My interactions with senior board members created mentorship relationships and opened up opportunities for greater personal development beyond this role.*
- *Sense of pride knowing I'm representing the athletes and voicing their perspective to the best of my abilities.*

These skills and opportunities will help me when I move on from ski racing. These same skills that you will gain in this position will show prospective employers and admissions committees that you are committed to leadership and growth beyond the competitive aspects of skiing, that

you truly care about the community you're a part of. This position shows that you want to be a part of the positive culture, growth, and accountability of Nordiq Canada to its members.

Timeline

Interested candidates must complete the following:

- Send an email to Brennan Craig (Nordiq Canada Board Member) at queencitycraigs@gmail.com by 11:59 pm PT on March 11, 2024 to notify Nordiq Canada that you intend to run for the position.
- Submit a short written "Pitch" that will be posted for athletes to read before voting. Your written pitch must be submitted to Charlotte MacNaughton at charlotte@barebones.ca by 11:59 pm PT on **March 11, 2024**, and include the following:
 - General Information: Your Name, Age, Club/Team, Province or Territory
 - A statement (1000 words max) about relevant skills/experience you bring to the table and why you think you are the right athlete for the position.

Key Dates

Feb 22	Notice of Election posted
Feb 22	Email send to Race License Holders regarding the application process and the election
Feb 22 - Mar 11	Application Window
Mar 11	Deadline to submit Intention to Run and "Pitch" content
TBD	National Athlete Meeting (The meeting will be an opportunity to bring feedback and questions to the current Athlete Directors and discuss issues with fellow athletes. Athlete Director candidates will be introduced during the meeting and will have the chance to take questions from fellow athletes.)
Mar 18 - 20	Voting Period
Mar 22	Results Announced
