

Cross Country Canada Management Proposal

[new office/new executive member](#)

[Spring Meeting Dates](#)

The CCC management committee held a planning meeting in Calgary on January 18th 1999 with the aid of John Mills, the President of CODA, who acted as a facilitator and management consultant.

The purpose of the planning session was to formulate a plan for managing the affairs of Cross Country Canada using the structure that had been proposed in recent reorganization discussions. We revisited the rationale for recent decisions and attempted to identify pitfalls that might adversely affect future operations. The question asked was "Are we responding properly to change." We also discussed where we felt the organization should be in 5 years.

One clear, unanimous result of these initial deliberations was that operating CCC without a strong sport professional at the helm (ED) has to be an interim measure while we weather the projected financial shortfall. If we can retain our funding in the upcoming Sport Canada review, we expect to revert to a full-time ED in 2001.

We are recommending to the Board that the day-to-day affairs of CCC are managed by the management committee. A schematic of the proposal is below. Note that there will be a task force set up to consider amalgamating the Coaching and Youth committees into an Athlete Development committee.

The intention of the proposed reporting structure is that the individuals in these positions are empowered to make all the day-to-day decisions in their area of responsibility. If they see a need they will consult with the acting CEO, who in turn may choose to consult with the whole executive.

It must be emphasized that these are not task oriented positions and we expect others within the executive committees to take up the slack and help these individuals wherever possible by taking on and completing specific tasks in a timely fashion.



Effective April 1, 1999, CCC will conduct business from its new office in Canmore. The office will be staffed by an administrator who will be responsible for handling the day-to-day affairs. Address and phone numbers will be made available later.

Laureen Goodridge has resigned her position as event chair. Effective immediately, Diane Thomson will be Acting Event Chair until the June elections. The priority is to develop an event calendar for the next few years. Diane's email address is diane.thomson@nlc-bnc.ca. Tel home 613-236-4328