



NORTH GRENVILLE CURLING CLUB

This policy has been prepared by the North Grenville Curling Club (NGCC) and is applicable to the NGCC. This document cannot be modified without approval from NGCC Board of Directors.

True Sport Policy

Purpose

1. The purpose of this policy is to provide an overarching guiding statement on the NGCC's commitment to live the True Sport Principles. In general, this policy gives guidance as it describes how the NGCC makes decisions in a way that aligns with its organizational values and the True Sport Principles. This policy has other purposes as well, namely:
 - a) Reinforces NGCC's commitment to creating a values-based and principle-driven culture from boardroom to ice surface;
 - b) Supports enhanced decision making by ensuring alignment with organizational values and the True Sport Principles when applicable;
 - c) Enhances NGCC's brand, reputation and image;
 - d) Performs an educational function for Board of Directors, members and stakeholders; and
 - e) Helps to ensure a sustainable transfer of philosophy as leadership changes over.

Missions, Vision and Values

2. NGCC has the following mission, vision, and values:
 - a) **Mission** – Providing access to the lifelong sport of curling and socialization for all.
 - b) **Vision** – Developing the best curling environment and social experience in our community by providing well-maintained facilities and a welcoming atmosphere.
 - c) **Values** – We value excellence, cooperation, equality and integrity. We provide an essential service to the people we serve by ensuring quality of life and well-being of all our members



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Cooperation

- a) We encourage volunteerism.
- b) We encourage sportsmanship.
- c) We encourage positive social interaction in all aspects of the usage of our facility.
- d) We will give back to the community that supports us.

Excellence

- a) We will be the best we can be in everything we do.
- b) We will maximize the utility of the facility to generate revenue, while ensuring that we do not compromise our members, or the game of curling.

Equality

- a) We will encourage and offer membership in the club to all, regardless of cultural background.
- b) We will treat all curlers with equality and respect regardless of their abilities on and off the ice.

Integrity

- a) We will only host functions that will enhance the club's good reputation
- b) We will strive at all times to demonstrate the highest ethical manner in our business activities
- c) We will represent our club at all levels (local, provincial, national) with pride, professionalism, and integrity

Commitment to the True Sport Principles

3. The True Sport Principles are the expressed commitment by the NGCC to ensure a safe, inclusive, welcoming and positive environment for members, visitors, athletes, coaches, parents, officials and administrators. The NGCC believes that adhering to these principles will encourage an optimal sport & social environment for all members. Furthermore, the NGCC will benefit from aligning with other sport organizations who also believe in and are promoting these principles.
4. The True Sport Principles are as follows:
 - **Go for It** – Rise to the challenge – always strive for excellence. Be persistent and discover how good you can be.
 - **Play Fair** – Understand, respect, and follow the rules. Play with integrity – competition is only meaningful when it is fair.



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- **Respect Others** – Show respect for everyone involved in creating your sporting experience, both on and off the field of play. Win with dignity and lose with grace.
 - **Keep it Fun** – Find the joy in sport and share it with others. Remember what you love about sport and why you play.
 - **Stay Healthy** – Always respect and care for your mind and body. Advocate for the health and safety of yourself and those around you.
 - **Include Everyone** – Recognize and celebrate strength in diversity. Invite and welcome others into sport.
 - **Give Back** – Say thanks and show gratitude. Encourage your sport group to make a difference in the community.
5. The NGCC demonstrates a meaningful commitment to the True Sport Principles through many actions and activities including, but not limited to, the following:
- a) Publicly commit to True Sport by adding the NGCC name and contact information at <https://truesportpur.ca/join>;
 - b) Integrate organizational values and the True Sport Principles into other policies and practices to enhance alignment and to minimize risks.
 - c) Add a [True Sport logo](#) to the NGCC letterhead;
 - d) Announce the NGCC commitment in a joint media release with True Sport to support the integration of the True Sport Principles;
 - e) Incorporate the True Sport brand and messaging in a manner that upholds our commitment to fair, inclusive and ethical sport <https://truesportpur.ca/display-true-sport-0>;
 - f) Educate members on the NGCC commitment to the True Sport Principles.
 - g) Monitor and evaluate how well the True Sport Principles are being lived in our facility through annual membership survey and by engaging members.

Planning and Governance

6. The NGCC pledges to ensure its governance and operations reflect the commitment to its organizational values and the True Sport Principles in the following ways:
- a) **Legal requirements:** the NGCC will adopt, maintain and monitor comprehensive policies that meet requirements and member expectations.

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- b) **Strategy:** The NGCC will have a strategic plan that reflects the NGCC's mission, vision, values and the True Sport Principles.
- c) **Program implementation:** Staff will reflect the organizational values and the True Sport Principles in the implementation and delivery of their programs.
- d) **Governance:** The NGCC will have a diverse blend of directors who commit to adhering to the principles of True Sport, a Management by Values philosophy, and to serve their fiduciary duties, free of conflict.
- e) **Education and Communications:** The NGCC commits to educate its Board of Directors, staff, funders, sponsors, members and stakeholders on its commitment to Management by Values and the True Sport Principles.

Scope and Authority

7. The President is the designated person responsible for the implementation, maintenance and communication of this policy. It is understood that the President works with the Board of Directors, and sub-committees, to ensure that the NGCC values and the True Sport Principles are considered according to this policy, which applies to all decision and activities undertaken on behalf of the NGCC.

Reporting and Ongoing Monitoring

8. To ensure that the True Sport policy remains a high priority within the NGCC, True Sport will be included on the agenda of every regular Board meeting, to continue to shape the quality of decisions that impact the NGCC.
9. The NGCC recognizes that proactive communication helps to create a climate that encourages adherence to the True Sport Principles. This policy will be communicated to the Board of Directors, members, committees and volunteers throughout the year and the NGCC will report on progress made in relation to outcomes related to this policy.