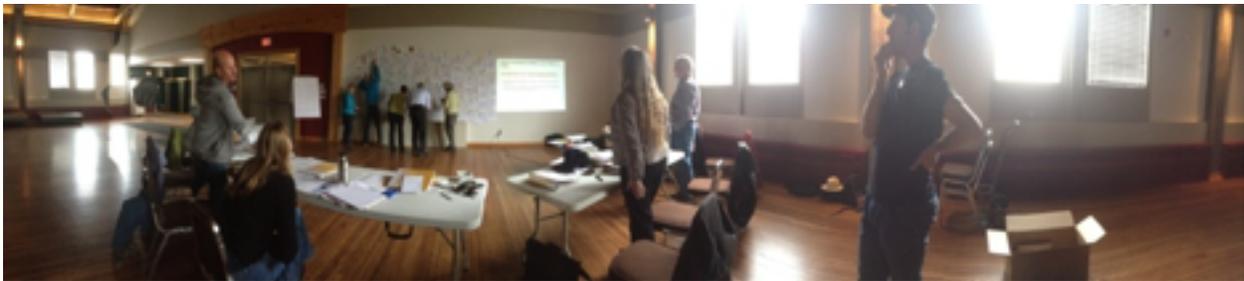


KHC's transition to Policy Governance

In April 2012, four KHC board members and the executive director travelled to Nelson for a two day professional development institute funded by the BC Arts Council. Throughout the weekend, KHC folks worked with delegates from cultural organizations from around the Basin exploring the best practices of “sustainable” organizations. Despite KHC’s reputation as a high achieving organization, it became apparent to the KHC delegates that the board’s role of governance needed greater clarity and attention.

A sub-committee of the board was created to research various governance models and review a variety of policy manuals shared with us by colleagues from across the country. After months of review and discussion, board and staff unanimously agreed to pursue what is known as Carver’s Policy Governance model and in May/June of 2013, a group of 15 Golden community members (board, staff, and guests from local non-profits) undertook two, 2-day weekend training sessions with governance coach Richard Stringham, a member of the International Policy Governance Association.



This training and the subsequent work led to the creation of KHC’s Policy Manual and in October of 2013, the board moved to adopt the manual as our source document for governing the Society. KHC retained Richard Stringham as a coach to guide us through the first 12 months of the process.

As we have learned from the journey, Policy Governance requires dedication to grasp and apply the concepts of accountability—i.e. inspecting what you expect—as codified by the Carver PG model. Almost two years into our practice now, the initial start-up inertia has been overcome; we can see the daylight at the end of the tunnel and know it’s not an oncoming train! Both Board directors and staff have gone above and beyond in their effort to provide KHC with a foundation for continuing good governance.

The accompanying info pages provide some insight into the Policy Governance model and what that means in practice for KHC.