



Bryst Football Academy Governance Policy

In accordance with Canada Soccer's Club Licensing and Safe Sport Requirements

1. Purpose

The purpose of this Governance Policy is to establish clear principles, structures, and responsibilities that guide the management, decision-making, and accountability of Bryst Football Academy ("Bryst"). This policy ensures that Bryst operates transparently, ethically, and in alignment with the values and governance standards outlined by **Canada Soccer** and **Ontario Soccer**.

2. Guiding Principles

Bryst's governance is based on the following core principles:

- **Integrity and Accountability:** All decisions and actions reflect honesty, fairness, and responsibility to our members and stakeholders.
- **Transparency:** Governance decisions, processes, and policies are communicated clearly and openly.
- **Inclusivity:** Governance reflects diversity and ensures equitable representation and participation.
- **Compliance:** Bryst adheres to all applicable laws, regulations, and Canada Soccer's Club Licensing standards.
- **Good Stewardship:** All financial and organizational resources are managed responsibly for the benefit of members and the long-term sustainability of the club.

3. Governance Structure

3.1 Directors

Bryst is governed by **Executive Directors/Sporting Director** responsible for the strategic direction, oversight, and accountability of the club. **Directors** operate in accordance with Bryst's bylaws and Canada Soccer's expectations for good governance.

Responsibilities include:

- Setting the club's strategic objectives and approving key policies.
- Ensuring compliance with all Canada Soccer and Ontario Soccer standards.
- Overseeing fiscal management, risk mitigation, and sustainability.
- Approving and reviewing the annual budget and financial statements.
- Appointing and evaluating senior leadership positions.
- Promoting Safe Sport and child protection measures throughout all programs.

3.2 Committees

To support effective governance, the **Directors** may establish standing or ad-hoc committees such as:

- **Finance and Audit Committee** – Oversees budgets, expenditures, and audits.
- **Governance and Policy Committee** – Reviews and updates governance documents.
- **Safe Sport and Ethics Committee** – Ensures compliance with Canada Soccer's Safe Sport framework.
- **Technical or Programming Committee** – Provides guidance on player and coach development programs.

Each committee will operate under defined terms of reference, report regularly to the **Directors**, and maintain transparency in its deliberations and recommendations.

4. Roles and Responsibilities

Role	Key Responsibilities
Executive Directors	Leads the Board, ensures effective governance, and represents Bryst in official matters.
Executive Directors	Provide oversight, contribute expertise, and uphold fiduciary and ethical responsibilities.
Executive Director/	Manages daily operations, implements Board policies, and reports

Role	Key Responsibilities
Sporting Director	regularly on performance.
Staff	Deliver programs in accordance with Bryst policies, codes of conduct, and Safe Sport guidelines.

5. Decision-Making and Accountability

- All major decisions shall be made through Executive Directors/Sporting/Technical Directors.
- Conflicts of interest must be disclosed and managed in accordance with Bryst’s Conflict of Interest Policy.
- All members and staff must act in the best interest of the club and its participants.

6. Compliance and Alignment

Bryst is committed to full compliance with:

- **Canada Soccer’s Club Licensing Program Standards (Category: Governance & Operations).**
- **Canada Soccer’s Safe Sport Roster** and associated **Code of Conduct and Ethics.**
- **Ontario Soccer Policies, Bylaws, and Operational Guidelines.**
- Applicable **provincial and federal legislation**, including the **Not-for-Profit Corporations Act (Ontario).**

7. Policy Review and Updates

This Governance Policy will be reviewed **annually** by the **Executive Directors/Sporting Director** or as required to reflect changes in Canada Soccer or Ontario Soccer standards.

8. Adoption

This Governance Policy was approved by the Bryst Football Academy Executive Directors and is effective immediately.