

**Director's Pledge
Code of Conduct - Meetings**

Governance excellence is the life blood of a high-quality board of directors. It is vital that each board member take their responsibilities seriously and pledge their best efforts to follow this code of conduct.

In pursuit of governance excellence, I pledge to:

- A. Refrain from micromanagement and focus on strategic leadership and policy, not on administrative and operational detail. I will respect distinctions between board and staff roles and will manage any overlap between the respective roles in a spirit of collegiality and partnership that supports the authority of staff and maintains the proper lines of accountability. I will not discuss significant operational concerns or issues with employees or members of the CIC without the knowledge of the CEO.
- B. Attend board and committee meetings as required in the constitution and come prepared to fully discuss and deliberate all matters important to the business of the board.
- C. If unable to attend board meetings, I will read the minutes and review the recordings, so that I am fully up to date and aware of information I may have missed.
- D. Listen carefully to my fellow board members and be willing to consider all points of view during board discussions.
- E. Share my point of view, do not dominate discussions, be respectful and courteous in debate, but do not shy away from difficult or contentious issues.
- F. Fully support the decisions of the majority once a decision has been reached, even if I am in the minority.
- G. Be inquisitive and ask any questions important to the discussions at hand. Strive to push the organization to continuous growth and excellence. Challenge the status quo.
- H. Take all opportunities to be a good ambassador for the CIC and advocate on behalf of the CIC in matters of important public policy issues and encourage philanthropic support that would advance the mission of the organisation.
- I. Follow the conflict-of-interest policies and practices of the CIC.
- J. Conduct myself in an ethical, moral, and legal manner at all times.
- K. Celebrate the success of the CIC and the role I play in its mission!

DATE _____

SIGNED _____

PRINT NAME _____