



1 First Nations Way
Regina, SK S4S 7K2

November 22, 2022

Re: Call for Nominations for FNPA Board of Directors

Dear FNPA Member:

On behalf of the FNPA Nomination and Governance Committee, it is my pleasure to invite all FNPA Members to submit nominations for qualified candidates to serve on FNPA Board of Directors. The position is held on a volunteer basis however travel expenses are reimbursable.

The qualifying skills and knowledge of FNPA Board of Directors fall into one or more of the following areas:

- Finance, Accounting & Banking
- Indigenous Culture & Communities
- Greenfield Projects
- Business and Community Knowledge
- Power Industry Expertise
- Communications & Public Relations
- Risk Management
- Strategic Planning
- Governance
- Legal, Tax and Regulatory Environment
- Human Resource Development

Each recommendation should include a resume of the candidate that includes a description of the skills, experience and other qualifications of the candidate. Nomination should also include a brief letter from the nominee as introduction and state their interest in participating and contributing to the future of FNPA along with a headshot photograph of the candidate. To be considered, all nominations must be received by **March 1, 2023**.

The Nomination and Governance Committee will review the candidate applications and contact those short-listed for an interview. Qualified nominees will be put forth for voting, date and time to be determined.

If you or someone you know would be a good candidate to serve on FNPA's Board of Directors, please mail, fax or email the nomination form and supporting materials by **March 1, 2023** to:

Nomination and Governance Committee

c/o First Nations Power Authority

1 First Nations Way

Regina, SK S4S 7K2

or

Email: info@fnpa.ca

Fax: 306.359.3671

Should you have any questions, please contact Membership & Partnerships Manager, Rebecca Agecoutay at ragecoutay@fnpa.ca or 306-359-3672.



Felix Thomas, Chair

First Nations Power Authority

cc: Nomination & Governance Committee, FNPA
Guy Lonechild, CEO, FNPA

Attachments

- #1. FNPA Board of Directors Nomination and Voting Process
- #2. Board Nomination Form
- #3. FNPA Board Governance Model Skills Matrix

Attachment #1 FNPA Board Nomination and Voting Process



FNPA Board of Directors Nomination and Voting Process

Each FNPA General Members is entitled to one vote to elect qualified directors to the FNPA Board of Directors. According to Section 5 of FNPA's Governance Manual, the procedures involved the nomination and voting of Directors to the Board are as follows:

Governance Procedures

Director Nomination and Election Process:

A committee of the Board of Directors, designated as the Nominating/Governance Committee, has been established to receive, review, recruit and recommend nominations for Directors. The nominations committee is to present a slate of candidates to FNPA Membership at the Annual General Meeting for election.

Nomination Process

Receive Recommendations for Potential New Directors:

The Nominating/Governance Committee will consider nominees recommended by the Directors and the Membership. Each recommendation should include a resume of the candidate that includes a description of the skills, experience and other qualifications of the candidate. If no recommendations are given to the Nominating/Governance Committee, the Committee will actively recruit candidates with the desired skills and competencies. All nominations must be received by the Nominating / Governance Committee 56 days before the AGM in order to be presented at the October 2020 FNPA Board of Directors meeting; nominations will not be taken from the floor at the annual general meeting.

Review Candidate Resumes and Assess Candidates:

The Nominating/Governance Committee will then review the resumes of submitted candidates as well as the skill sets of those Directors up for re-election. The Members of the Committee will then contact the candidates short-listed for an interview.

Present a slate of candidates to FNPA Membership at the Annual General Meeting for election:

After thorough analysis and due diligence, the Nominating/Governance Committee will vote to recommend candidates to be put forward for election. A complete profile of each candidate recommended will be forwarded to the Board for a vote about three weeks before the election. If approved, the Nominating / Governance Committee will notify FNPA Members of the slate of candidates to be presented two weeks before the Annual General Meeting.

Election of Directors

As per the FNPA Bylaws, the election of Directors may be by show of hands or by resolution of the Members unless a poll is demanded by any Member.

Attachment #2 Board Nomination Form



Board Nomination Form

Candidate Information:

NAME _____

ADDRESS _____

WORK PHONE NUMBER _____

EMAIL ADDRESS _____

EMPLOYMENT/POSITION _____

Please CHECK all of the following skills or experience that the candidate has:

- | | |
|--|--|
| <input type="checkbox"/> Finance, Accounting & Banking | <input type="checkbox"/> Risk Management |
| <input type="checkbox"/> Indigenous Culture & Communities | <input type="checkbox"/> Strategic Planning |
| <input type="checkbox"/> Greenfield Projects | <input type="checkbox"/> Governance |
| <input type="checkbox"/> Business and Community Knowledge | <input type="checkbox"/> Legal, Tax and Regulatory Environment |
| <input type="checkbox"/> Power Industry Expertise | <input type="checkbox"/> Human Resource Development |
| <input type="checkbox"/> Communications & Public Relations | |

What other volunteer commitments does the candidate currently have?

Affiliations or organizations the candidate belongs to: (i.e. membership, professional, etc.)

Brief Biography of the candidate's Background and Professional Experience

Submitted By:

NAME _____ DATE _____

WORK PHONE NUMBER _____ EMAIL _____

	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Is the candidate's resume attached?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Is a headshot photograph for the candidate includes?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Is the candidate s letter of interest attached?	<input type="checkbox"/> YES	<input type="checkbox"/> NO

Please complete and return this form to:

MAIL: FNPA, 1 First Nations Way, Regina, SK, S4S 7K2 **FAX:** 306.359.3671 **EMAIL:** info@fnpa.ca

For Board Use Only

Nomination Form, Resume, Candidate's Letter Received DATE: _____

Nominee reviewed by the Board DATE: _____

Nominee proposed to the Board DATE: _____

Attachment #3 FNPA Board Governance Model Skills Matrix

SKILLS MATRIX FROM FNPA GOVERNANCE MODEL

Please declare your level of comfort / expertise in each of the following categories. The confidential results will be compiled and circulated to the Governance & Nominations Committee to determine any required skill sets for the Board of Directors. These additional skill sets will be used to guide and determine the type of skills required for new nominees to the Board of Directors. **DUE March 1, 2023**

Skills/Experience	Please Mark with X		
	Advanced	Working Knowledge	Familiar with Concepts
Small Enterprise Development Sector			
Familiarity with Indigenous Communities			
Greenfield Projects			
Accounting			
Political Processes and Gov't Linkages			
Business and Community Linkages			
Banking Linkages			
Power Industry Expertise			
Communication/Public Relations			
Risk Management			
Strategic Planning			
Governance			
Legal, Tax and Regulatory Environment			
Human Resources Development			
Banking and Financial Management			
Business Knowledge and Experience;			

	Description of Skill Sets
Small Enterprise Development Sector	Experience with business planning and management in the small enterprise sector.
Familiarity with Indigenous Communities	Familiarity with Indigenous Communities including their governance, culture, economic development practices, treaty rights and geography.
Greenfield Projects	Experience in developing a new company or project that is not associated with any existing infrastructure.
Accounting	Qualified accounting knowledge and experience. This includes an understanding of financial reporting and knowledge of other considerations and issues associated with the auditing requirements for not-for-profit organizations and boards.
Political Processes and Gov't Linkages	Experience in strategic government relations and knowledge of political processes. Relationship with government is also an asset.
Business and Community Linkages	Relationship with various community and business leaders in Saskatchewan, Alberta or across Canada.
Banking Linkages	Relationship with banking officials in Saskatchewan, Alberta or across Canada. Understanding of banking processes.
Power Industry Expertise	Power industry expertise, knowledge & linkages including relevant experience with SaskPower.
Communication/ Public Relations	Strong communication skills including public media relations skills and experience.
Risk Management	Experience in the process of identifying risks and ensuring that management has implemented the appropriate systems to manage risk.
Strategic Planning	Experience with planning, evaluation and implementation of a strategic plan. This includes a demonstrated ability to focus on longer term goals and demonstrated ability to focus on long term goals and strategic outcomes as separate from daily management and operations.
Governance	Experience in serving on boards; Experience with good governance policies.
Legal, Tax and Regulatory Environment;	Understanding of the legal, tax and regulatory environment in Saskatchewan and Alberta or Canada.
Human Resources Development	Understanding of human resources/personnel considerations and issues for executive recruitment, compensations structures, and performance review.
Banking and Financial Management	Banking and financial management knowledge and experience, including the ability to read and analyze financial statements.
Business Knowledge and Experience;	Experience in managing a business with a focus on daily management and operations experience.